SURVEY MIDMONTHLY

JUNE 1946

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MILESTONES IN PROFESSIONAL PROGRESS

Social work's widening horizons of responsibility and current trend toward integration, as reflected by the 1946 National Conference of Social Work

MARION ROBINSON and BRADLEY BUELL

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SURVEY
MIDMONTHLY

VOL. LXXXII NO. 6 JOURNAL OF SOCIAL WORK JUNE 1946

"Content" was this year's most used Conference word, claimed Frank Murphy, veteran Associated Press man who long has managed the press room of the National Conference of Social Work. "Implicit" took first honors one year, he said, "implement" another.

Despite our regret that we cannot claim credit for this brilliant bit of synthetic brevity, the editors of *Survey Midmonthly* do subscribe to it wholeheartedly. There was content in every section—much more thought provoking analysis, much less sheer description of "what we've done in X—." Our reportorial task isn't made any easier thereby but at least we hope that this traditional conference story will be sufficiently tantalizing to boost the demand for full proceedings.

Another word we didn't hear at all was "stamina." But there was evidence of plenty of the thing itself. Beset by hotel shortages, transportation uncertainties, to say nothing of a fifteen-hour-a-day schedule, some forty-five hundred social workers took everything in their stride and came up smiling.

CONFERENCE TITBITS

Forty-eight hours after the National Conference opened, eleven hundred delegates had been billeted with private families by the Convention Housing Bureau. Among those who offered hospitality were many staff and board members of Buffalo social agencies. The first applicants for space in the emergency dormitory set up in the YWCA gymnasium were five girls —two Chinese, a Filipino, a Negro, and a South American. Spokesman for the group was, appropriately enough, a Miss Uno!

Rumor had it that the code word flashed by the Railroad Brotherhoods on Saturday, May 18, to tell their members that the strike was postponed, was "Convention." Nevertheless, hundreds of delegates from New York City and points south were stranded in Grand Central station from five to eight hours, waiting for their trains to Buffalo to move.

SOCIOLOGICAL BIGNESS

Reference to the Veterans Administration as "the biggest business and sociological undertaking in our nation's lifetime" is no exaggeration, says General Omar N. Bradley. The proposed 1947 budget of $4,500,000,000 will be one third of the federal budget exclusive of national defense and debt charges—one eighth of the total budget. The load has skyrocketed from 2,000,000 men and women on V-E Day to 12,000,000 at present. The number of employes has doubled from 68,000 to 133,000. The present working offices occupy space equivalent to four and one half buildings the size of the Empire State. Even so, in 1947, says General Bradley, "we shall spend less in one calendar year for 18,000,000 veterans than we spent on an average for two and one half weeks of war."

TEN YEARS

Remember 1935? In case you've forgotten what was going on, read the annual summary issue of the *Pennsylvania Public Assistance Review*. In December of that year, over 1,600,000 persons were receiving "relief," mainly in commodities from the State Emergency (sic) Relief Administration. WPA was just getting under way. In December 1945, 221,000 persons—only 2.2 percent of the state's total population—needed assistance through the unified administration of the State Department of Public Assistance.

$40,000,000

Campaigns totaling $40,000,000 have been approved so far by the national budget committee set up by Community Chests and Councils, Inc., to certify and recommend national appeals to its constituent community chests. USO accounts for half the total. The other $20,000,000 is divided among eighteen agencies, fourteen of which are foreign relief agencies, the other four national agencies of long standing. The amount approved is approximately one third the total previously raised by the National War Fund.

UNION COUNSELING

That "intangible benefits are more impressive than the number of persons actually referred to social agencies," is indicated by the experience to date with union counseling plans, reports Merrill Krughoff of Community Chests and Councils, Inc., in the April issue of *Community*. "Improved understanding of social work services, methods and objectives on the part of union members . . . an additional means of communication [by the union] with its membership and developing leadership . . . information about such subjects as housing, public health, child care, workmen's accident compensation, social security benefits" are among the assets listed. "It would be an exaggera-

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tion, however," points out Mr. Krughoff, "to say that it has made any great contribution so far to the prevention of serious social breakdowns through early discovery and treatment of personal and family problems."

INTERAGENCY COMMITTEE

We note that Retraining and Reemployment Administrator G. B. Erskine has appointed a Federal Interagency Committee on Migrant Labor. Represented on it are interested bureaus from the Department of Agriculture, Department of Labor, Federal Security Agency, National Housing Agency, and Railroad Retirement Board.

JUNE SURVEY GRAPHIC

A group of five articles are featured, giving the gist of the Conference on Unfinished Business in Social Legislation, held in Washington, May 1 and 2.

The writers, all conference participants, are: U. S. Senators Robert F. Wagner and James E. Murray; Wilson W. Wyatt, national housing expediter; Helen Hall, conference chairman; Mary Dublin Keyserling, chairman of the Washington Committee.

HOSPITALITIS?

"The average patient during a hospital stay suffers 10 percent of the time from pain and 90 percent of the time from boredom," says Dr. Howard A. Rusk, former chief of the Army Air Forces convalescent training program.

AUTHORS' MECCA

Welfare publicists, now frustrated by desks flooded with surplus literary efforts, should take heart from this discovery by Meyer Schreiber, late of the army, of a desert land eagerly waiting to absorb their overflow of printer's ink: "In Copenhagen, I met Henning Friis, the Danish Social Minister. . . . Mr. Friis and his staff are anxious to learn about the work of American public and private social work agencies as they have received no literature from the states since 1939. . . . Address is: Slotsholmsgade 6, Copenhagen, Denmark.

A similar opportunity, we learn, can be found in Czechoslovakia, where Madame Pelantová, Vice Lord Mayor of Prague, and a former student at the Chicago School of Social Work, would welcome material sent to her, A. P. O. 887 Czechoslovak Mission UNRRA, c/o American Embassy, Prague.

HONORS

To Brigadier General William C. Menninger, director of the neuropsychiatric division of the Office of the Surgeon General, the Distinguished Service Medal "for solving one of the most serious medical problems faced by the army." . . . To Earl G. Harrison, dean of the University of Pennsylvania Law School, and member of the board of Survey Associates, Inc., the annual humanitarian medal of Pi Lambda Phi Fraternity. . . . To Dr. Leona Baumgartner, director of the Bureau of Child Hygiene, New York City, one of the $1,000 annual awards given by Lord & Taylor, a New York City department store, "for work in bettering human relations."

CHATTER

Credit for the largest oversubscription in the Red Cross campaign goes to Tullahoma County, Tenn. Quota $850, raised $8,750. The national goal of $100,000,000 was exceeded by $13,000,000.

Boston and New Orleans are celebrating the 25th anniversaries of their councils of social agencies this spring. . . . Two hundred and fifty thousand veterans are now enrolled as full time college and university students. . . . Sixteen and one quarter million patients were admitted to the country's hospitals in 1945. Born in hospitals were the largest number of babies on record—nearly 2,000,000.

A new national Association for the Study of Community Organization is being organized by Arthur Dunham, professor of community organization at the University of Michigan, and Russell H. Kurtz, assistant general director of the Russell Sage Foundation.

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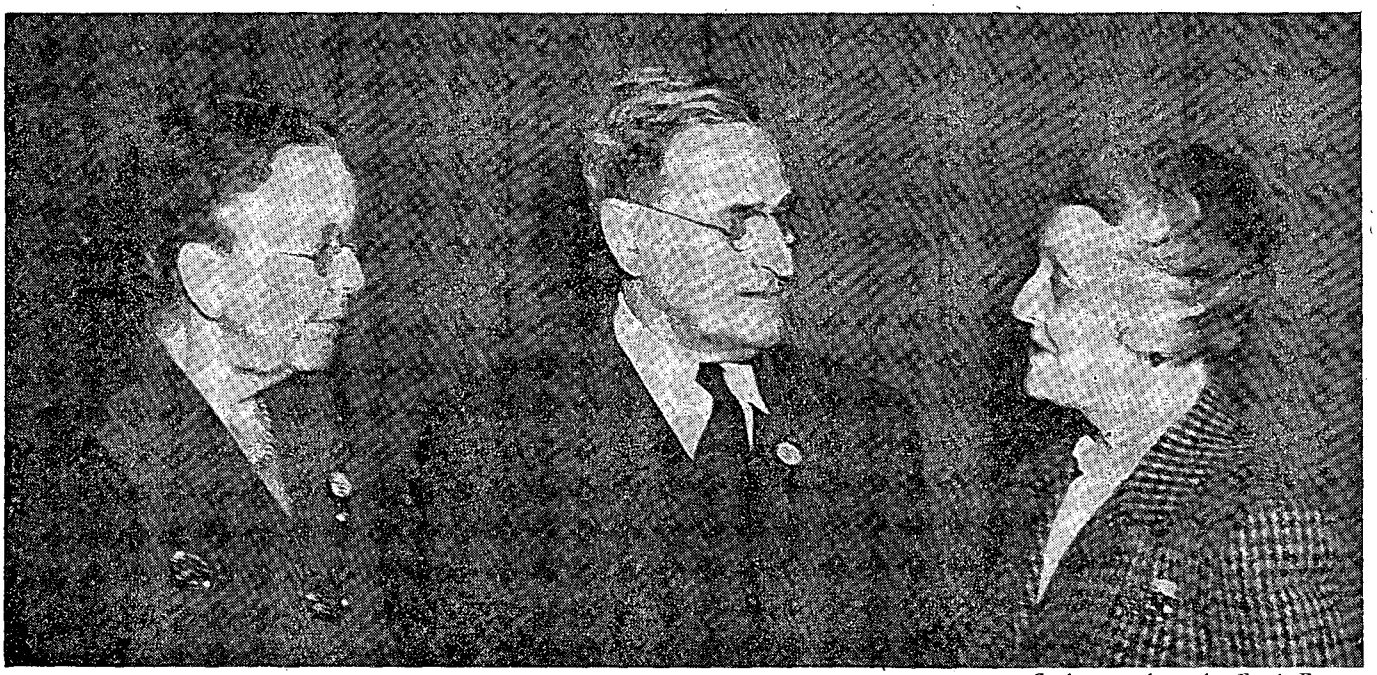

Conference photos by Frank Fortune

CONFERENCE PRESIDENTS—PAST, PRESENT, and FUTURE

Dr. Ellen C. Potter, 1945; Kenneth L. M. Pray, 1946; Arlien Johnson, 1947

Milestones in Professional Progress

Postwar inventory of the big job ahead in "the only kind of world in which modern social work can feel truly at home": a report of the 1946 National Conference.

MARION ROBINSON and BRADLEY BUELL

SOMEONE DUBBED IT the "hell and high water conference" for, in spite of a tight housing situation, strikes and rumors of strikes, heavy work loads and staff shortages, forty-five hundred delegates made their way to the registration desk in Buffalo's Memorial Auditorium during the week of May 19 to 26 and got their tickets to the 73rd annual meeting of the National Conference of Social Work. Most of the 180 meetings went on as scheduled. All but a handful of the 600-odd speakers, discussants, discussion leaders, and presiding officers appeared on the dot when the curtain went up for their particular performances.

The convention housing bureau had had to turn down twenty-four hundred people who wrote for reservations after all hotel space had been filled. Some refused to be disappointed and, coming in on a wing and a prayer, were hastily placed in private homes, or found themselves commuting from outlying towns.

Less than a thousand people had reached Buffalo by 8:30 Sunday night when Dr. Ellen C. Potter declared the first session open. Many of the fifteen hundred who registered the next morning had been delayed from twelve to twenty-four hours by the near-miss railroad strike of the day before. Five days later, when the strike really came, delegates quickly began chartering taxis and buses and swapping information about ways to get home. The first boat trip of the season from Buffalo to Detroit carried 600 social workers, most of whom had useless railroad tickets in their pockets. At the Conference headquarters an impromptu car pool service was started but, after a hectic day, it was replaced by a bulletin board which was soon snowed under with notices hastily scrawled on torn-out sheets of notebook paper: "Wanted, ride to Chicago," and with a bold afterthought, "or Omaha"; or "Will join in renting taxi to Muskegon."

In the midst of the every-man-for-himself-and-three - other - people chaos, the real significance of the strike itself came in for plenty of informal discussion, and intent groups sitting in lobbies, taxis, hotel rooms, listened to both of President Truman's broadcasts.

All in all, the Conference delegates took these things in their stride. Most people were not to be deflected from their definite purpose in coming. Although superficially many seemed to be shopping around for staff, ideas, and opportunities to meet old friends, there was, underneath, a strong sense of direction.

These were people who for four years had been deeply involved in many aspects of the war on the home front and abroad. Many had been picked up from traditional social work settings, to ply their trade in strange fields, to work under new circumstances with other specialists whose ideas, purposes,

The writers wish to acknowledge the reportorial assistance of Mary Holmes Gilmore; and to thank the following people for help in gathering information: Barbara Abel, Joseph Anderson, Charlotte Ellinwood, Lyman Ford, Mary Hicks, Florence Hollis, Jean Johnson, Mary Keeley, Merrill Krughoff, Margaret Lumpkin, John McDowell, Louise Odenkrantz, Lilian Sharpley, and Blossom Steinert.

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and lingo were foreign to them. For them, the Conference was a kind of homecoming.

But the atmosphere was not one of mere experience-swapping. For this was a very professional Conference, with much of the discussion dominated by questions of processes, method, function, training. Human needs and problems, social movements, and preoccupations with the fields of work of vast institution centered interests, had a fair place in all of the section and associate group meetings. But the yeast of professional issues which underlie larger goals and their organizational manifestations was a ferment which continually bubbled around them.

It was also a Conference of practitioners. Outstanding leaders were there but they did not give color to the Conference as in days gone by. As one "old-timer" put it: "When Jane Addams came to the National Conference thousands of social workers would flock to her meeting. Dr. Richard C. Cabot, Graham Taylor, Mary Richmond, and others had a similar role. We have good leadership at present but there are no figures quite comparable today."

Evidence of the practitioner-and-professional motif was apparent on many fronts. It put in an early appearance at the "successful and harmonious" delegate conference of the American Association of Social Workers held for the three days preceding the national meeting. Celebrating its 25th anniversary, complete with greetings and good wishes from President Truman, this group passed resolutions calling for, among other things, a committee to formulate a code of ethics for the profession of social work; endorsement of the National Health Act, the Public Welfare Act of 1946, and the "general purpose, principles and philosophy" of the Wagner-Ellender-Taft bill; and the establishment of a permanent international social welfare agency. The sessions ended with one of the real ovations of the Conference to Mrs. Irene Farnham Conrad, outgoing AASW president, for her "outstanding leadership."

Less tangible evidence that the social work profession is growing up could be found in the absence of much of the defensiveness about "specialties" which has characterized social work meetings of the past decade, and appears to have been replaced by a willingness to be social workers first and specialists second. Some meetings, particularly of the sections on administration, community organization, and social action, were almost "general meetings" as far as the representative character of the audiences was concerned.

The matter of fact acceptance of social action responsibility serves to illustrate the trend toward integration and unity. There was less "whooping it up" on this question than at some prior Conferences, but papers and discussions in almost every section showed clearly that social work was up to its neck in active work for legislation in the fields of security, health, mental health, child welfare, and the like. The meetings of the new social action section were well attended, and audience participation was abundant here as well as at the special meetings of the Joint Committee of Trade Unions in Social Work, and the National CIO Community Services Committee. The focus was on "the common welfare" and practitioners of all kinds freely exchanged ideas about ways and means.

Whether it be cause or effect, the contributing influence of training school leadership had much to do with the tone and emphasis. The fact that this is not a happenstance but that it represents a trend can be seen from the Conference's presidential succession—this year Kenneth L. M. Pray, dean of the Pennsylvania School; next year Arlien Johnson, dean of the Graduate School of Social Work, University of Southern California; and presumably in 1948, Leonard W. Mayo, dean of the School of Applied Social Sciences, Western Reserve University. At this Conference forty faculty members from graduate schools of social work gave papers, many of them "keynote" addresses, led discussions, or acted as discussants. Half of this year's section chairmen came from school faculties.

Consequently, the Conference took on a strong "going to school" flavor, which seemed to do much toward filling the obvious need for taking stock, catching up, restating old principles and evolving new ones, in as thoughtful, scientific a way as possible.

It was not a one-way process, however, for "stock-taking" papers were applauded by large numbers of very vocal rank and file practitioners, who matter-of-factly waded into the question of how to make the most of the stock on hand.

The reverse side of the picture is that the "institution centered" interests in social work did not seem to use the Conference as a means to express their immediate and practical concerns, as has always been the case for large blocks of the broad fields of welfare, health, and recreation. The annual Congress of Correction, the Recreation Congress, the meetings of the American Public Health Association, are the forums which draw administrators, executives, and practitioners from those fields in large and representative numbers. Something of the same "pull away" from the Conference as a practical device for annual meetings, and the discussion of current operational issues, seems to be happening in respect to such movements as public welfare, community chests (few of whose executives were this year in attendance), the Red Cross, and other national agencies with large and far flung constituencies.

National executives were there, busy —as always—in conference and consultation, and the rank and file from their constituencies were there, in some instances in large numbers. But, if one may hazard an impression that only painstaking research could validate, a significant proportion of those who did come were not there primarily to look after their daily bread and butter. They were there because of their interest in the new interrelated quality of social work, or because they were possessed by a sense of social work's growing professional stature.

Wide Horizons

Chronologically, the Conference got off to a successful if slow start on Sunday evening, when Dr. Ellen C. Potter, the outgoing president who had been robbed of her own right to a distinguished audience by last year's wartime convention ban, introduced Kenneth L. M. Pray, this year's Conference president and keynote speaker.

Mr. Pray, taking as his theme "Social Work in a Revolutionary Age" immediately put the delegates at ease by saying that the social revolution sweeping the globe is creating "the only kind of world in which modern social work can feel truly at home." We are seeing "the ending of one great epoch in human affairs and the beginning of another," the synthesis of which is a repudiation of force as a dominant element and the acceptance of free cooperation in its place. Only in this kind of world, he said, can social work achieve its simple objective of "helping human beings find the opportunity and the incentive to make the most of them-

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selves and . . . the largest contribution to the progress and well-being of the whole society."

To be amplified in many later sessions was his denial of the idea that social work is chiefly concerned with helping "the other half." Social work today deals with problems that are common to all people—the universal and inevitable outcomes of social living. This essential function of social work, to deal with problems of human relationships, is so close to the core of all our greatest problems, that now is the time for social work to tell what it knows about the meanings and values of these relationships.

In relating this basic function to the solution of underlying economic and social problems, Mr. Pray struck a middle course. Economic breakdown is probably the greatest single cause of the confusion and conflict which is social work's daily business, he said, and the responsibility of social workers here "is certainly something more than merely to repair the economic damages and deficiencies which our clients bring to us." On the other hand, he added, "it is certainly something less than to lay out or support a complete set of specifications for a complete and perfect social system."

Complementing Mr. Pray's view of "wide horizons," Max Lerner of the editorial staff of *PM*, at the last general session chose as his subject, "Toward an American Society." Hammering away at the cleavages between our democratic theory and our actual behavior, Mr. Lerner said that the technical and moral crisis of our time is due to the discovery of "the final weapon for annihilation," before we had moved far enough along the road of human development. We have had enough experience in developing a quantitative philosophy, said Mr. Lerner, and now we must begin to develop a qualitative one. This means re-channeling our natural human aggression against poverty and injustice towards the broader building of "a sense of society, based on the kinship between men," for our internal shortcomings have international meaning.

Mr. Lerner's emphasis on cleaning up the American backyard in preparation for international responsibility was carried a step further by Dr. G. Brock Chisholm, Canada's deputy minister of health and welfare, who, in another general session, posed the question, "Can Society Keep Pace With Science?"

Dr. Chisholm placed responsibility for survival of mankind squarely on the shoulders of the individual, especially those who are parents. The quality of our democracy depends upon our degree of emotional maturity, but we cannot rate this very high if one considers the extent to which we engage in "superstitious practices," such as fortune telling, tea-leaf reading, and the many unreasonable traditions followed by certain groups. Dr. Chisholm labeled these with the phrase, "expensive magic," by which, he said, we were "trying to buy back . . . some of the security stolen during childhood by guilt and fear."

In one of the most telling speeches of the Conference, Dr. Chisholm made the plea that children be set free from the system of taboos and "poisonous certainties" which seem always to be imposed on each generation by the previous one, and that we cast off fear of "difference" and learn to look upon "the local customs of India, Russia, Tibet—and Buffalo," as "variant experiments in living."

The child's natural intellectual integrity should be maintained undistorted, he said, and this can be done only by taking drastic action. This he put into one sentence: "Stop lying to our children." Parents who think they are protecting their children from the harsh realities of living, are really forcing them to face the unbearable conflict between losing trust in their parents or being confused about the realities they come up against—a conflict which shuts off the child's ability to think for himself.

At still another evening meeting, the human problems on the horizon of our sister democracy were pointed out by B. E. Astbury, O.B.E., general secretary of the Family Welfare Association of London. "The traditional English home and family life have been a major casualty of the war," he said. "Side by side with the splendid heroism and sacrificial service of the war has been a marked deterioration in social standards." One could readily understand why, as he painted the picture of four million out of eleven and one half million homes destroyed or damaged by enemy action; of four and five-year separations of husbands and wives; of large scale evacuation of children and families; of the extraordinary concentration of troops from all nations in Britain's islands.

Despite all this, he reported, Great Britain is moving forward toward a new program of security, based on the Beveridge report, and is "passing from a reactionary phase to a recognition that the relationships within the family group represent the only foundation for an emotionally stable personality and for a secure social order."

THE CONFERENCE STAFF

***Seated,* Howard Knight, executive secretary, and Jane Chandler, assistant executive secretary; *standing,* Helen Fox, registration; Al A. Anderson, membership; Josephine Decker, administrative assistant**

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I. Professional Tools

SOME of the "oldsters" at Buffalo must have sensed the spirit of Mary Richmond hovering over much of the Conference's intellectual interplay. The trend which she started years ago by painstakingly carving out the processes of social casework, of systematically documenting the materials and knowledge essential to the application of these processes, has now moved far beyond the scope of that early effort to "better organize charity." But its motivation is just the same—to perfect the tools of the practitioner and to build up a body of knowledge which can be used for training and professional development.

Since those early years the meetings of social caseworkers have been increasingly dominated by discussions of "how we do what we do—and why." Not so long ago, groupwork leaders began to cast envious eyes upon this central factor in casework progress, and this year Buffalo seemed to mark the birth of efforts to place this stamp of professional respectability upon administrators and community organizers, too.

Certainly, not all of the papers presented at the Conference sections on casework, groupwork, administration, and community organization hewed to Mary Richmond's line; it was not intended that they should. Papers in all sections and group meetings ran the whole gamut of techniques, problems, organization, broad objectives, and just plain description of "this is what we did." The six hundred speakers talked about what they wanted to talk about. But at one point or another, a lot of them wanted to talk, it seemed, about the tools of their profession, the advances made in wartime years in sharpening these tools, changing concepts in professional methodology and philosophy, technological fronts that need to be studied and captured.

SOCIAL CASEWORK

On Monday morning, Annette Garrett, associate director of the Smith College School of Social Work, before a large audience in the auditorium arena, set the stage for casework's week of stocktaking.

Miss Garrett traced the development of casework skills from their early use for the alleviation of poverty, to the first World War which stimulated recognition of emotional problems and the wider applicability of these skills to all economic classes. Retarded somewhat by the relief preoccupations of the depression years, casework by the late Thirties had begun to consolidate its paralleling objective and subjective approaches by emphasis on generic casework. World War II has brought concern with the emotional adjustment problems of people, rather than with economic needs; a rapid spread in the use of caseworkers in the military forces, selective service, industry, hospitals, rehabilitation camps, schools, and many other units; and the rise of counseling "which has for many vague implications which seem remote from casework practice."

The two great questions now confronting casework, according to Miss Garrett, are first, whether casework can match the quantitative advancement of the war years by equal progress in the quality of its skills, methods, and scientific knowledge; and second, whether it can resolve the conflict between the concept of universal casework method, and the concept of specialization. The danger, Miss Garrett warns, is that the limited caseworker approach of organizations which do not serve the whole person, will result in a dilution which will be a threat to casework's professional capacity. Though there are undoubtedly advantages in specialization — if based on thorough knowledge of fundamentals —it is likely to result in rigidity and limited treatment skills, unless it is carried out through generic procedures.

These dangers of dilution and overspecialization must be overcome by self-discipline within the professional group itself, Miss Garrett felt, if communities are to be convinced of casework's intrinsic function and value.

Subsequent meetings of both the casework section and associate groups brought amplification, support, and what might even be interpreted as opposition to Miss Garrett's synthesis of the assets and liabilities in current casework practices. In a joint meeting of the casework and mental hygiene sections on wartime experience in casework practice, Ethel S. Wannamacher, Red Cross supervisor at the Valley Forge Hospital, stressed the fact that a huge amount of work was accomplished under wartime pressures and that traditionally difficult problems had to be worked out fast. But she also noted that in the slump following the end of the war, workers with good professional training, and a professional stake in their jobs, pulled themselves together more quickly, while the inexperienced and untrained workers had less to fall back on.

Mary Houk, of Indiana University, testified that the Travelers Aid experience on USO jobs in small towns had reinforced faith in the generic base for training personnel.

Lieutenant Colonel Daniel E. O'Keefe, now with the Veterans Administration, came to this same program with the distinction of being the first to be assigned the famous "263" classification, which in October 1943 officially established a social work branch in the Surgeon General's office. His task as chief of this branch had been to build up a staff of 700 men and women assigned to army casework, and he particularly stressed the opportunity which the military setting had given them to bring recognition and status to their profession.

On the other hand, he agreed, social work in the army did develop primarily as a service to psychiatry. Social workers did intake studies and made reports in which they did not discuss symptoms but passed on information about them for use by the psychiatrists. "From many psychiatrists," he said, "one hears of the great value they place on services of social workers. Many are frank to say they had never used them before."

Social Worker and Psychiatrist

The question of the social worker's relation to the psychiatrist was also discussed during a session of the mental hygiene section. Saul Hofstein, Jewish Community Service, Jamaica, N. Y., out of his experience as a psychiatric social worker and clinical psychologist in the army, felt that the psychiatric social worker's job had to be limited and should not include responsibility for treatment.

Imogene S. Young, psychiatric social work consultant for the National Red Cross Military and Naval Service, however, said that army psychiatrists, in the pressure of work, had taken it for granted that a trained psychiatric

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worker could handle treatment. Many Red Cross workers did so, and acquired a great deal of skill. Support for her point of view that the line of demarcation between the jobs of the psychiatrist and social worker need not be too clearly defined came from Bertram Beck, formerly with an army mental hygiene unit and now on the staff of the Community Service Society of New York.

Grace Marcus, district supervisor in Baltimore's department of public welfare, felt that the psychiatric social worker's job was so important that "we had better concentrate on doing it well, and leave therapy to the psychiatrists."

Counseling

Miss Garrett's initial reference to counseling and its direct or indirect relation to casework development was taken up from many points of view and in a number of different settings. In a meeting on "Getting People and Services Together," scheduled by the community organization section, Elizabeth Evans, caseworker in the thirty-year-old social service office of Macy's Department Store in New York City, described her service as limited to making prompt diagnosis, emergency treatment when indicated, and referral to specialists for continued care when necessary.

Counseling under union auspices was described by Johannes U. Hoeber, CIO staff representative for the Philadelphia Community Chest, as a war baby, growing out of the needs of millions of workers in new localities, struggling with complications of housing, child care, shopping, rationing, and illness.

Robert Levin, of CIO's community service committee, in a meeting sponsored by the section on administration, made it clear that the development of a union counseling program in CIO did not signifiy any intention of going into the field of social work professionally. Rather, he said, the program is based on labor's belief that agencies must be effectively related to the constituencies they serve; and the CIO was setting up machinery and training personnel for that purpose.

Use of Authority

A problem that is troubling a good many caseworkers popped up not only in the casework section but in several other meetings where skills and methods came in for critical evaluation: that is, how to use, in the best interest of the client, the legal or other authority which is carried by the professional worker in protective work, probation service, public welfare, and so on.

A thoughtful paper on this subject was given in a public welfare section by Karl de Schweinitz, director of the committee on education and social security of the American Council on Education. Prepared in collaboration with Elizabeth de Schweinitz, consultant on training for the Washington, D. C., department of welfare, his paper dealt in broad philosophical terms with the place of authority in the protective function of the public welfare agency.

Quoting Porter Lee's distinction between the authority which goes with *status* and the authority which derives from *experience, wisdom and understanding,* Mr. de Schweinitz pointed out that today the public no longer supports the wholesale powers of *constituted* authority which characterized the beginnings of the movement to protect children. Inherent authority, hitherto merely a desirable factor in the protective role, has now become a necessity.

The nature of this inherent authority, said Mr. de Schweinitz, stems not from a worker's legal or official status but from his understanding of the law and of community resources; from an impersonal, considerate professional attitude which goes with an acceptance of this constituted authority; from the capacity to ascertain and evaluate facts and weigh the evidence and decide; from his capacity to distinguish between what is or is not possible and to deal with the individual on that basis.

Tom Coleman, on the basis of his experience in the psychiatric clinic of Manhattan Children's Court, also explored this question in a casework session when he read a paper on psychiatric treatment of children in an authoritative setting.

"The pitfall in the use of authority," said Mr. Coleman, "seems to be when the individual using it has a need for such authority to satisfy his own neurotic drives." He felt that authority was the realistic handling of probation status with both the youngster and his parents—and that it could help a young person prepare "for better acceptance of the restrictions imposed by society."

The need for development of skills, as well as more trained personnel, in the field of protective services was emphasized by William W. Burke, of the George Warren Brown School of Social Work, when he gave a paper which dealt with protecting standards of child welfare services under public auspices, at a meeting of the public welfare section. This field has been neglected, he said, and the literature on skills in handling neglect cases, under whatever administrative auspices, is very meager.

In a different setting, Dorothy Hutchinson, of the New York School of Social Work, discussed the process by which the caseworker helps the unmarried mother make up her mind about placement for her child. At an overflow meeting under the auspices of the Child Welfare League of America, Miss Hutchinson said that in keeping with the democratic process, it has been the custom to encourage the mother to make her own decision without undue influence from the worker. She questioned the realism of this idea "if applied in wholesale fashion to any large number of unmarried mothers." The majority of these mothers are unable to make their own independent decision, for "the unmarried mother *is* an unmarried mother in many cases because she has already lacked proficiency in making decisions on a rational basis." She urged that caseworkers take responsibility not only for guidance in making such decisions but for helping the unmarried mother to find a life for herself.

From Other Fields

That caseworkers are alert to experience in other fields which can be adapted to their own use was evident in a number of meetings. At this same session of the Child Welfare League of America, Ruth Brenner, Free Synagogue Child Adoption Committee, brought out the importance of selecting adoptive parents only after consultation with their family doctor. This agency does not accept an application if the doctor feels that there is a reasonable chance of the couple's having children of their own.

Miss Brenner brought out two important facts: first, that the unconscious motivation for the adoption of a baby is by far the most important element in the future success of the child's welfare; and second, that one of the factors to be thoroughly examined is whether an applying couple faces sterility as an organic or psychogenic factor.

Recent trends in the use of psycho-

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analytical concepts of casework were reviewed by Alice L. Voiland and Martha Lou Gundelach, both in the family service bureau of the United Charities of Chicago, in one of the meetings of the Family Welfare Association of America. Miss Voiland warned that, while the patient in the psychoanalytic situation consents to disclose his innermost feelings, the average client comes to the social agency with very different feelings. Thus, she said, a first principle is "to meet the client on his own ground" and "treat him as an emotionally healthy person until he proves otherwise."

The worker must be alert to discrepancies in either facts or feelings which may reveal unrealistic responses or areas of conflict and must put together facts and impressions as early as possible in a tentative formulation of what the difficulty is and what direction treatment should take.

SOCIAL GROUPWORK

What Grace Coyle characterized as the "astonishing vitality" of the groupwork profession, at the 10th anniversary dinner of the American Association for the Study of Group Work, was an easily discernible force during the Conference week. Many of the thirteen sessions of the groupwork section and six afternoon meetings of the AASGW, indicated the rapid spread of the groupwork method into many different fields. Varied wartime experience mingled with longer established practice to become the stuff out of which was hammered more clearly defined concepts of what groupwork is, from whence it comes, and whither it goes.

A new quality of professional consciousness dominated the discussions. This was partly due to the fact that, by vote of the membership, the AASGW now becomes the American Association of Group Workers, a full-fledged professional organization rather than a study organization; and questions of major importance paralleled the metamorphosis.

In a session of the AAGW on professional education for groupworkers, Gertrude Wilson, professor of groupwork at the School of Applied Social Sciences, University of Pittsburgh, stressed the necessity of giving the worker understanding of himself which he could use consciously to help others. An undue amount of instruction in the vocational skills, she felt, endangers the real purpose of the professional education. Admitting that "it is difficult to define the contents of a professional education for an occupation, the members of which are undecided and ambivalent as to their professional identification," she urged firsthand study of groupwork practices to bring out basic functions and the knowledge and skills needed, since "the roots of the profession are in practice."

Whether groupwork is more closely related to the field of social work or that of education was another question which perplexed many. It was pointed out during one discussion that much of the philosophy of groupwork came from the field of education, through such exponents as Dewey and Kilpatrick. Dorothea Sullivan, director of groupwork at the National Catholic School of Social Work, suggested that groupwork could be rooted in both, just as there are mixed sciences, like bio-chemistry or mathematical physics.

Groupwork as a Method

Groupworkers, also, are still struggling to decide just what their chosen profession is — field, function, or method. Miss Wilson reminded her audience that as long ago as 1939, a special association committee had decided that groupwork was a *method*. She felt, however, that use of such phrases as "groupwork agencies" and "groupwork divisions," indicating "an unconscious desire to have groupwork be all-embracing and all-inclusive," had somewhat distorted the idea.

This concept of method was underscored by Grace Coyle at the opening session of the groupwork section when she discussed "the confusion between the *field* of recreation and the *methods* used by workers in this field."

The groupwork method came into use in recreation, she said, "as we began to see that understanding and use of human relations involved were as important as the understanding and use of various types of programs." Use of the groupwork method helps to increase people's enjoyment of recreation, especially those who are blocked by personal difficulties and, as a result, individuals are encouraged toward creative rather than imitative expression.

Complementing Miss Coyle's interpretation was a thoughtful discussion of the use of recreational or program activities as a means of helping individuals meet personal and social needs. Gladys Ryland, assistant professor at the School of Applied Social Sciences, University of Pittsburgh, discussed five types of leisure time programs: discussion, games and sports, crafts, dramatics, dancing. Each one of these offers special opportunities which the groupworker can use in helping people resolve different kinds of personality and social difficulties. "Discussion" in a business meeting, for example, serves as a forum for the expression of social attitudes. People must have certain personality qualifications to learn to "play together." Crafts require the use of hands and produce a sense of achievement. Singing is a good device for bringing different cultural groups together.

Experiments with group method on a highly specialized level were discussed by Gisela Konopka, groupworker in the Pittsburgh Child Guidance Center, and Fritz Redl, professor of public affairs and social work at Wayne University. Many practitioners are leery about putting groupwork method to this use, said Mr. Redl, but others are developing a "bandwagon" complex on the subject. He stressed the importance of critical analysis of method and material, and developing "clinical tolerance." For example, the problem of contagion—when one person in the group under treatment makes the others harder to handle—is a "peculiar phenomenon" which requires much more study. Mr. Redl is also working on problems of grouping. In his work with young people, he has found that attitudes toward adults, and "personality allergies" which involve the problem of how deep the roots of superficial behavior go, are two important criteria for grouping.

The role of the group leader or therapist, according to Miss Konopka, involves gradually bringing the members of the group closer together while the leader himself recedes more and more into the background.

Casework—Groupwork

The old debatable question of when the groupworker should refer individuals to caseworker or other specialist was discussed by Bert Gold, assistant professor of social groupwork at the School of Social Work in Toronto, Canada.

"Our focus," said Mr. Gold, "ought not to be on having caseworkers to do casework in our agencies, or groupworkers to do casework . . . but upon

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having groupworkers who are sensitive to behavior, diagnostically oriented, able to use the interview, possessed of a knowledge of community resources, and capable of making a referral in a setting where the . . . organization enables the worker to carry out his function."

The successful combination of individual counseling and group activity as a treatment method for psychiatric casualties in a military setting was reported on by Abraham Novick, assistant superintendent of the State Agricultural and Industrial School in New York.

Basing his remarks on his experience as an army psychiatric social worker, Mr. Novick said that breakdown of the soldiers usually meant loss of "social qualities." Concurrently with individual treatment, therefore, the staff planned activities for groups of not more than twenty patients. Discussion helped release resentment and feelings of frustration and persecution.

In these and other experimental areas, the current trend is toward more careful research and a more scientific approach to the development of practice. Early in the week a report on current research was given by Alvin F. Zander, assistant professor of psychology at Springfield College, and the trend was illustrated in a paper by Helen D. Green, of the American Service Institute of Pittsburgh, at a joint session of the groupwork section and the AAGW.

Miss Green cited the findings of the Yankee City Series by Professor Lloyd Warner and his staff as the kind of scientific data with which groupworkers must be familiar in order to work with intercultural, interracial or interfaith groups. She said that the "melting pot theory," which implied the desirability of likeness and conformity, had now given way to the desire for understanding, appreciation, and satisfactory relationships. Tensions which arise because of these differences, she said, are not due to the differences themselves but to the "evaluation placed on difference by the dominant group."

Infiltration

However far the professional methodology of groupwork may have progressed, it is now spreading into many fields and settings. In one meeting of the groupwork section, Robert Taber, director of the division of pupil personnel and counseling at the Philadelphia Board of Education, offered the schools as "unquestionably the greatest potential resource for the extension of social groupwork." He explained that since education was no longer restricted to academic and vocational training, but had begun to take responsibility for the social and emotional growth of its pupils, groupwork was seen as "a basic educational process which must be employed if the larger objective is to be realized."

Speaking on the same program, Clayton C. Jones, chief of project services in the National Housing Authority's management standards division, said that in the community buildings which are a standard part of housing projects, the residents' inclination to make new friends and form new associations led quite naturally to group life and activities. Since these buildings had no "tradition of use," there could be much more flexibility in planning and scheduling programs.

Louise F. Staltz, of the American Red Cross division of recreation training for hospital service, told how hospital recreation workers helped the patient establish satisfactory relationships to other patients. Trained to be aware of the individual's illness and the meaning of its limitations to him, the recreation worker can help him make the desired adjustment.

The description of the leader role played by these workers was enlarged upon in another meeting of the groupwork section by Catherine Hough of the same Red Cross staff group. Miss Hough said that ARC recreation workers had had to experiment with the extension of the leader's responsibility to the individual as well as to the group as a whole, because the limitations placed on the patient by his disability and the social component of his illness determine the extent to which he may become a group member.

Summing Up

At the final dinner meeting of the AAGW, Grace Coyle pointed out that the present transitional period of groupwork was similar to that which other professions have gone through. Groupworkers now have some of the marks of what makes a "profession" instead of an "occupation."

Historically speaking, the most important step, Miss Coyle said, was when "we moved from seeing only activity . . . to the stage of trying to account for behavior." This development means that groupwork is in the process of delving into the sciences underlying its practice, which inevitably results in producing different schools of thought. She believes that there are no basic differences and that the real question is what contribution each has to make toward general professional progress.

"Let us hope," said Gertrude Wilson, in her final remarks, "that in another ten years groupworkers will have settled basic problems and will be absorbed in advanced research and skill in practice which will make the groupwork method more effective in helping the individual and groups to create a better world for all mankind."

COMMUNITY ORGANIZATION

Community chest executives, council secretaries, agency administrators, field representatives, and others who may be said to be practitioners of community organization have not been generally concerned over the years with the intellectual task of analyzing the intrinsic skills essential to professional attainment. In the main, they have been practical "operators," taking for granted the knowledge which they possessed and the skills which they utilized.

It was Leonard Mayo, dean of the School of Applied Social Sciences at Western Reserve, who established a new pattern in his opening address to the section. "Community organization in social work," he said, "is the method or process by which agency structure is changed, function modified, and relationship between agencies revised in conformity with changing and demonstrable need. . . . It is a process which, when skillfully applied, may result in the establishment, extension, and more effective synchronization of social and health resources." Such a definition means, as Everett C. Shimp, professor of community organization at Ohio State's School of Social Administration, declared at another section meeting, that community organization methods "have application from the smallest community to the world community."

Possession of six skills, said Dean Mayo, are the tools requisite for professional competence: *first,* research, fact-finding and surveys; *second,* the selection of priorities in relation to the total need; *third,* organization; *fourth,*

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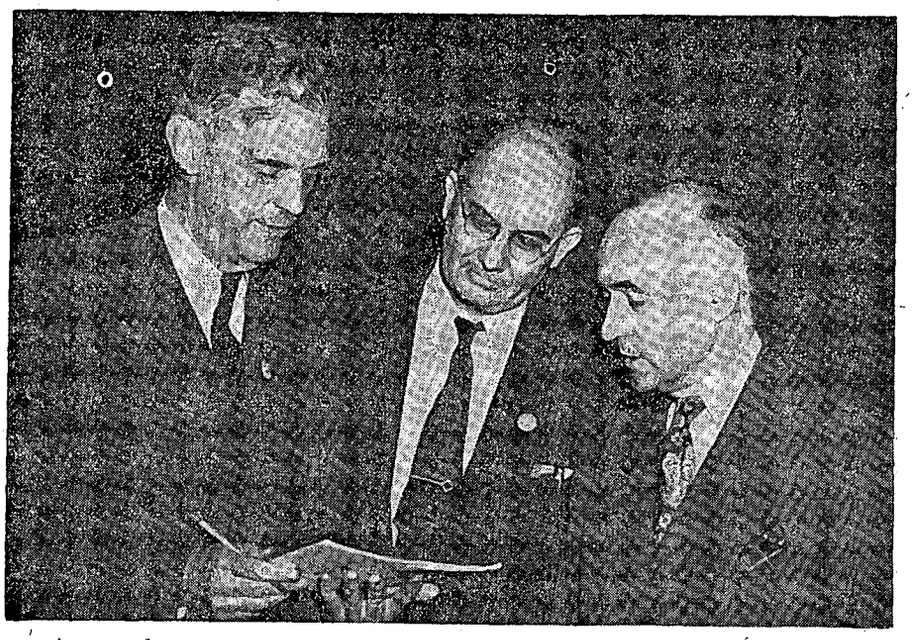

Among those representing school leadership: Walter Pettit of New York; Arthur Dunham of Michigan Institute; Leonard Mayo of Western Reserve

interpretation; *fifth,* mobilization — of manpower, finance, and other resources; and *sixth,* negotiations with individuals, groups, and the community. The method of community organization is primarily a "discussion" method used in groups and in committees. "In essence," said Dean Mayo, "the committee is the basic tool in the entire community organization process."

In this section and in the supplementing afternoon meetings organized by Community Chests and Councils, Inc., the discussion wandered far afield from the initial focus, no doubt according to plan. However, interest was crystallized during the Conference week by the formal organization of the American Association for the Study of Community Organization, with Walter Pettit, director of the New York School of Social Work, as chairman, and Russell Kurtz, assistant general director of the Russell Sage Foundation, as secretary. This was the outgrowth of a previously organized national committee, headed by Arthur Dunham, professor of community organization at the University of Michigan.

A series of six group meetings on "how to get things done in community organization," especially reflected the emphasis on process and skills. Each of these presentations and discussions was centered entirely on specific local projects.

Under the general topic "establishing a new service," Lillian A. Quinn, executive secretary of the Westchester County (N.Y.) Council of Social Agencies, described the process by which a new mental hygiene service had been set up in her county. The intercultural project of the Hill District Community Council of Pittsburgh, an example of how racial groups might be brought together, was discussed by George W. Culberson, principal of the A. Leo Weil School and member of the council. Louis L. Orgera told how, during the past five years, facts from the social breakdown index had been used to effect agency and program changes in Birmingham, Ala., where he serves as assistant executive of the community chest.

At two meetings, one on the agenda of the community organization section and the other an afternoon session of the Child Welfare League of America, Henry L. Zucker of the Cleveland Welfare Federation compared the advantages and disadvantages of "self-surveys" and surveys conducted by outside experts. The self-survey process which he described included many meetings of a large lay committee, interviews with community leaders, and conferences with interested agencies and groups, both during the study and after the recommendations were formulated.

Self-studies have the advantages of more time, and more consideration for local personalities and relationships; and also offer greater help in educating both lay and professional leaders. The outside study makes it possible to secure more expert assistance, is looked upon as being more objective, and can be managed in a shorter time.

C. Whit Pfeiffer, executive secretary of the Welfare Council of Metropolitan Los Angeles, companion speaker with Dean Mayo at the opening meeting of the community organization section, dwelt more upon the various devices and procedures which would insure that the community welfare, health, and recreation programs reach more than the "submerged tenth."

Information Centers

Several devices expressly designed "to bring people and services together" were set up during the war. The first of these was the general information and referral center. While, by 1943, there were only four or five such centers, nineteen of the larger cities now have them set up and, in addition, some veterans centers are beginning to serve the general public as well as the veteran.

In a meeting devoted to the latter subject, Sydney R. Ussher, director of the Norfolk (Va.) Veterans Information and Service Center, set down five factors essential to successful operation: first, citizenry ready to cooperate in reestablishing veterans; second, coordination of all government and private agencies; third, a centrally located and attractive office; fourth, a program which provides all services not readily available elsewhere; and fifth, a staff which knows the community and its resources.

Another device for bringing people and services together, mentioned by Mr. Pfeiffer, is the district welfare center where, as in Los Angeles, casework, groupwork, and nursing are housed together. The longest experience with a plan of this sort, which decentralizes the administration of city-wide health services, was described by Kenneth D. Widdemer, secretary of the New York Survey Committee for the Development of a Plan for a Health Council. Speaking at the semi-annual meeting of the National Committee of Health Council Executives of Comunity Chests and Councils, Inc., Mr. Widdemer traced the twenty-five-year-development of district health centers which now completely cover the Greater New York area.

The contribution of union counseling toward this same purpose was uppermost in many minds. Johannes Hoeber and Robert Levin reported that union counseling is now operating in

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thirty-four industrial cities with more than two thousand union members trained for this purpose. According to experience cited, some practical difficulties need to be overcome: for example, union members must take counseling training on their own time, and many, especially those on piece work, have difficulty in getting time off at the plant to interview people. Future expansion will depend on getting more staff assistance. Mr. Hoeber urged that community chests and councils in larger cities put on full time personnel to develop the program.

Public Agencies

Devices or organizational procedures by which public agencies can play a more effective part in the community planning structure, and process were discussed by Violet Sieder of Community Chests and Councils, Inc., as well as by Mr. Pfeiffer. Miss Sieder particularly stressed the need for councils of social agencies to examine their attitudes toward public agency participation in council planning. The fear on the part of public agencies that the council is a "protective society" for private agencies needs to give way before a demonstration of real community-mindedness.

Mr. Pfeiffer, after pointing out that in Los Angeles chest allocations comprise only 3.7 percent of the total expenditure for welfare, health, and recreation services, suggested that "all major agencies—public and non-chest, as well as chest . . . throw their budgets and program into the council hopper for collective analysis, evaluation, and judgment." Some precedents in Los Angeles, Cleveland, and Pittsburgh made him confident that this could be a useful and possible procedure.

Sessions of the Community Chests and Councils' National Committee on Social Service Index covered the use of the exchange by the welfare services in industry, union organization, veterans information centers, Veterans Administration, immigration and naturalization services, and by many services in geographical areas extending beyond the boundaries of the local community.

It was generally agreed there were great hazards in opening the Index to commercial organizations. In a joint session with the casework section, a lively discussion developed when the validity of the traditional use of the social service exchange by casework agencies was questioned by two speakers from the floor.

ADMINISTRATION

Growing recognition of social work as a large scale enterprise was reflected in the introduction at this conference of a new section—administration. Ten meetings of this section were scheduled during the week, and papers were given by graduate school faculty members, and administrators from chest agencies, councils, public assistance and private agencies, together with specialists in personnel, research, and labor problems. The training school approach, evident in the concentrated discussion of skills, process, dynamics, leadership, was flanked by discussion of practical administrative problems of structure, public relations, and personnel matters such as salaries, job classification, civil service, in-service training, and retirement.

The section got down to business in its first session with Arlien Johnson, dean of the University of Southern California's School of Social Work, leading off. "We shall be examining," she said, "not the problems but the constituent parts of administration. Our discussion will aim to analyze what goes on in administration and to formulate the principles and skills which characterize it."

The interdependent factors in administration she listed as: a purpose, a plan, personnel ("including a *central* person whose job is helping the members of a staff relate their activities to one another so that the parts function as a whole"), a form of organization, and community relations.

Pointing out the lack of a body of professional skills in this area of social work, Miss Johnson said that, just as in other fields of social work, the basic component was skill in human relationships.

She selected concepts from casework and groupwork which she felt were particularly useful in developing skill in administration: *totality*—the function and operation of the agency as a whole must always be kept in view; *individualization*—the appreciation of the differences between individuals in groups and committees; *growth* and *democratic participation*— recognition that group activity should develop out of the expressed needs and interests of the group. The role of the executive, she said, was "essentially a helping role carried on by means of relationships which he has skill in developing between himself and others."

The dynamics of leadership in social work administration was discussed in this same session by Charles E. Hendry, director of the Committee on Community Interrelations. His central theme was that we must delve beneath the superficialities of forms and structures, of wishful thinking about democratic ideals, of preoccupation with routines and mechanics, and seek out the essence of the leadership role in administration. He stressed the need for social work administrators to place themselves "under the discipline of an experimental social science."

Pointing out that studies and experiments in patterns of group leadership show that morale and productivity are "a function of the interaction between the group and its leader," Mr. Hendry emphasized the idea that leadership should be seen as a group phenomenon, not as an individual phenomenon, and should not be confused with "power, prestige, position, or persuasion."

Leaders, who are responsible for the far-flung network of national, state, and local administration units in the public welfare field, naturally spent much of their time discussing the practical issues which confront them. Their keynote was sounded by Ewan Clague, director of the Bureau of Employment Security of the Social Security Board, and Robert T. Lansdale, commissioner, New York State Department of Social Welfare, who is still in the midst of the thoroughgoing reorganization called for by the Ostertag Commission. Contributions of these two men gave ample testimony that administration is indeed a "moving and dynamic" process. The question under examination in this meeting of the public welfare section was the changing role of the public welfare agency due to the progressive expansion of social insurance.

Mr. Lansdale pointed out that, as social security relieves the financial burdens of people, greater premium must be put on the provision of *services* through public welfare agencies. More personnel and resources must be thrown into meeting the needs of such groups as children, the aged, and the chronically ill. Such a shift of responsibility sets up a whole chain of functional reorientation which

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will be a challenge to administrative skills and capacities.

The proposal to consolidate existing welfare, health, education, and other services in a single department with cabinet status, as well as President Truman's recent directive to reorganize and expand the Federal Security Agency, was on the public welfare section's agenda later in the week. Together with the Forand bill, sponsored by the American Public Welfare Association, they represent major efforts to improve the network of federal services which have grown so rapidly in the past fifteen years.

Marion Hathway, professor of public welfare, University of Pittsburgh, described the work of the committee, under the chairmanship of Mrs. Eugene Meyer, on whose memorandum was based the proposed bill to set up a department with cabinet status. Particularly important was the committee's decision to include education as well as welfare and health within the department's scope.

Miss Hathway pointed out that President Truman's directive would make several major changes which are of interest to social work: the functions of the Children's Bureau, except for child labor, and those of the Social Security Board, would be transferred to the Federal Security Agency; so, also, would the vital statistics operations of the Census Bureau and the whole of the U. S. Employment Compensation Commission.

Marietta Stevenson, professor of social welfare, University of Illinois, reviewed the past history of federal-state relationships and concluded that integration at the state level would "follow rather quickly" better integration at the federal level. Steady progress in unified administration, merit system, and other standards has followed the Social Security Act, "whereas, lack of federal leadership can be seen in general assistance." She also urged passage of the Forand bill "to give substance to the Federal Department of Health, Education, and Welfare."

Of immediate concern to many public welfare administrators are the methods by which specialized child welfare services may be integrated into the public assistance program. Edith G. Ross of the Louisiana State Department of Public Welfare emphasized the value of establishing a consultative rather than a supervisory relationship between the regional child welfare workers and the local parish workers handling child care cases. Organizational structure, she pointed out, is not so important as the philosophy of the staff in regard to total responsibility for the needs of families and children.

In discussing the dual role of the field supervisor in a public welfare agency, Phyllis Osborn, regional representative for the FSA's Bureau of Public Assistance in Kansas City, stressed somewhat the same point. The field worker, she said, should not carry a "big stick" but should remember to adhere to the principle that "we are working *through* people *for* people," and that all methods and measurements of achievement must be dominated by this fact.

Public Relations

Public relations in social work was notably recognized on the program of the administration section. In a full discussion of its role by Warren Thompson, publicity director of the Illinois Children's Home and Aid Society, and Perry B. Hall, executive director of the Family Service Society in Hartford, Conn., the dual points of view of the public relations worker and the agency executive were presented.

It was also a lively topic of interest on other programs. Annette Garrett had rather starkly confronted case-workers on the opening day with the existence of a "negative public attitude toward casework." Martha Barnes, specialist in interpretation of health and welfare for E. G. Barnes Associates in New York City, told the members of the American Association of Psychiatric Social Workers that "psychiatric social work has given social work interpretation the knottiest problem of its career," in expecting interpreters to "make a convincing case for such intangibles as emotional and mental rehabilitation."

Bernard A. Roloff, newly elected public relations director of the Chicago Community Fund, in an afternoon session of the Child Welfare League of America said that results of the lack of planned public relations programs among children's agencies could be seen in the limited referrals from schools and churches, the lack of foster homes, and the flourishing black market in babies.

He pleaded for use of a skilled public relations staff, preferably with its own budget. Where that was not possible, he suggested a joint public relations program by the agency and the community chest. The practical issues involved in working out such joint chest-agency plans were canvassed at one of the community organization meetings by two chest public relations directors, T. Spencer Meyer, of Community Chests and Councils, Inc., and Richard Overmeyer, of Cleveland's Welfare Federation, and by Clare M. Tousley, director of the department of public interest, Community Service Society, New York.

Companion speaker with Mr. Roloff was Carlton K. Matson, associate editor and chief editorial writer of the Cleveland *Press,* who said that "contact with the public, through press and radio . . . is a mainline activity and should be treated as such." Complaining about the multiplicity of reports and releases which flooded his desk, Mr. Matson recalled the days when a prominent social work executive used to come into the office to talk with the editor. "He made occasion to drop in when he didn't want anything except advice," said Mr. Matson, "and in the process of taking advice he managed to give a good deal of education." In those days, according to the speaker, public relations had not been "discovered" and contact with the press "was the business of principals."

Personnel

Problems of personnel, job classification, salaries, and retirement also cut well across the conference sectional boards. Harry L. Lurie, executive director of the Council of Jewish Federations and Welfare Funds, New York City, appearing on a program of the administration section, said that in social work, as in industry, "the determination of salaries is largely the product of informal or formal bargaining processes." He added that social work as a whole had been backward in approaching the question of compensation on a systematic basis, and that unionization of social workers was not yet widespread enough or well enough organized to progress without "the help of the profession as a whole."

Florence I. Hosch, chairman of the committee on personnel practices of the AASW, blamed the "cultural lag that results in low salaries for professional service" on the "friendly visitor and volunteer" concept; on fund-raising publicity which implies that "your dollar goes for relief"; on the fact that women "have accepted lower

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salary rates because of the expectation of marriage."

In discussing the merit system from the standpoint of the operating agency, Robert P. Wray, acting secretary of the Department of Public Assistance in Pennsylvania, submitted that the recruitment policies of the Thirties were no longer applicable to public welfare positions. Many people applied to take every civil service examination that was announced in those days, but now "the labor market is tight and civil service bodies haven't changed their recruitment plans." He argued for a policy which would fix recruitment responsibility in the operating agency, leaving to the merit system the supplementary function of examination, certification, and approval.

Not without significance to the administration of voluntary agencies was the fact that the Buffalo Conference welcomed for the first time, as an associate group, the National Health and Welfare Retirement Association, whose director, Homer Wickenden, held regular office hours during the Conference week. On the last day of the Conference, a panel discussion, scheduled under the auspices of the administrative section and under the chairmanship of Mr. Wickenden, dealt with some principles and problems involved in retirement planning.

Volunteers

Finally, this new section on administration highlighted the processes by which board members and volunteers must be enabled to play their part with increasing effectiveness in public as well as private agencies. Ralph A. Uihlein, president of the Family Welfare Association of America, pointed out that the functions of the board of a voluntary agency have changed no less than the functions of its staff.

The test of a modern board, he said, lay in these factors: first, it should contain influential, although not necessarily wealthy citizens, who know something of the work of the agency; second, the members should serve in the work of the agency or as members of a discussion group; third, the group should contain members who are learning about the agency and preparing themselves for board service; and fourth, the group should serve as an intermediate body between the agency and the public at large.

Both Robert Levin of the CIO and Wilbur Maxwell, head of the department of labor of Community Chests and Councils, who spoke on the same program with Mr. Uihlein, stressed the important and increasing work of organized labor in board membership and its interest in good administration. "Labor looks to administrators," said Mr. Levin, "for the solution of many problems which social agencies seem to expect public relations to solve." For instance, he said that posters will not resolve the fact that families often go to casework agencies at too late a stage in the development of their problems.

The importance of sound administrative processes in relation to recruiting, training, placing and supervising volunteers was stressed not only in these meetings where the "administrative volunteer"—the board member—was being discussed. In a joint session of the community organization and groupwork sections devoted to the question of general lay participation in health and welfare services, Gladys Rideout, director of the volunteer department of the Chicago Travelers Aid Society, said that it was up to the agency to "provide a setting . . . where the volunteer's motive in giving himself will be recognized and appreciated, where he will be seen as an individual with definite contributions to make." The necessity of having a job which is within the volunteer's area of competence, and a chance to get, through training and supervision, an opportunity to develop on the job, were stressed by Miss Rideout.

Again, in a roundup session on significant aspects of volunteer work throughout the country, sponsored by the Community Chests and Councils' committee on volunteer service, emphasis was laid on the need for sound administrative practice. Under the leadership of Mrs. Thomas Tolan and Dorothy B. de la Pole, the volunteer in peacetime was discussed from the point of view of the agencies, the membership organizations, labor, the local volunteer bureau, and the school of social work.

At a joint session of this committee with the community organization section the following day, Eduard C. Lindeman of the New York School of Social Work, pointing to the tremendous potentiality for social work volunteer service which became apparent in wartime, said: "We stand upon the threshold of a new venture in social tactics which will, if it succeeds, bring social work into new relationships, new responsibilities, new comprehensions." As evidence of the eagerness to capture for peacetime pursuits, the great increase in volunteer interest and activity of the war years, he cited the developing leadership of the National Committee on Volunteers; the recent special issue of the *Compass,* entirely devoted to ways and means of volunteer service; and the comprehensive study of community organization for volunteer service made recently under the auspices of the New York War Fund (see *Survey Midmonthly,* May 1946).

Facts and Figures

San Francisco was chosen as the city for the next annual meeting of the National Conference of Social Work. The date of the meeting has been announced—April 13-19, 1947.

Arlien Johnson, dean, School of Social Work, University of Southern California, was elected president of the 1947 Conference.

Other officers elected for the coming year: Robert P. Lane, New York City, first vice-president; Ruth Gartland, Pittsburgh, second vice-president; Kate McMahon, Boston, third vice-president.

Executive Committee members: Paul L. Benjamin, Philadelphia; Margaret Johnson, Cleveland; Dorothy King, Montreal, Canada; Howard W. Odum, Chapel Hill, N. C.; Florence Hollis, New York City; Rev. Almon R. Pepper, New York City; and Helen R. Wright, Chicago.

Chairmen of the Conference sections: *social casework,* to be appointed; *child care,* Maud Morlock, Washington, D. C.; *delinquency,* Ray L. Huff, Washington, D. C.; *the aged,* Rev. Lucian Lauerman, Washington, D. C.; *social group work,* John McDowell, New York City; *community organization and planning,* W. I. Newstetter, Pittsburgh, Pa.; *public welfare,* Grace Browning, Indianapolis, Ind.; *health,* Grace White, New York City; *mental health,* Hyman Lippman, M.D., St. Paul, Minn.; *industrial and economic problems,* Grace L. Coyle, Cleveland, Ohio; *methods of social action,* Dorothea F. Sullivan, Washington, D. C.; *administration,* Merrill F. Krughoff, New York City.

Nominations for 1948 were:

***President:* Leonard W. Mayo, dean, School of Applied Social Sciences, Western Reserve University, Cleveland, Ohio.**

***Vice-presidents:* Irene Farnham Conrad, Houston, Tex.; Wayne McMillen, Chicago; Neva R. Deardorff, New York City.**

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II. The Problems of People

THE expansion and deepening of professional knowledge, skills, and techniques have no other purpose than to lead to better service for people. It was natural, therefore, that much of the material at the Buffalo Conference, like the seventy-two Conferences which preceded it, should have been organized around human needs. Regular sections dealt with health, mental health, delinquency, and the special needs of children and the aged. In addition special programs were arranged to consider problems of the veteran, the adult delinquent, the alcoholic, and of medical care for all people. Cutting across all the Conference sections and the meetings of its affiliated groups were discussions about the whole gamut of human wants and ills, what is needed to meet them, and how this can and should be done.

ECONOMIC NEED AND SECURITY

Although the problems of economic need did not dominate this Conference as they had in the depression days, there was tacit recognition that a secure and adequate standard of living is a first condition for a healthy society. The primary question was, of course: Will we have full employment and what can be done to assure that we do have it?

At an early general session Ewan Clague, director of the Bureau of Employment Security of the Social Security Board, contended that we won't get "full employment in the substantially complete sense . . . because neither a controlled economy, a continuing war economy, nor a perfectly competitive economy are practical possibilities." Although he was sure that we cannot "prevent" unemployment, we can minimize it, and our social security programs must mitigate its chief horrors "by guaranteeing the income of the worker and his family during such a period."

In forecasting the immediate future, W. S. Woytinsky, economic consultant for the Bureau of Employment Security, held out hope—as Mr. Clague did—for a more favorable postwar employment situation than was the case after World War I. "The United States," he said, "has a fair chance of enjoying a long spell of prosperity and full employment with only minor setbacks. . . . Probably in 1950 we shall enter a phase of the postwar cycle analogous to that which started in 1923. The chances of expansion in the 1950's will be incomparably greater than in the 1920's, but," he warned, "the dangers also will be much greater."

That economic cycles should not have their own way without concerted and aggressive action was the theme of other papers. Although the scheduled speakers on "Initiating Action on Full Employment" did not arrive, Chairman Eveline M. Burns focused a lively discussion on "our responsibility (1) to arouse public opinion so that all possible steps will be taken to insure 'full employment'; and (2) to help implement policies already decided upon." At a meeting of the Joint Committee of Trade Unions in Social Work, Alfred H. Katz, director of the Workers Personal Service Bureau, Brooklyn, declared that with the threat of widespread unemployment and the shrinkage of living standards no social worker could remain passive in the face of the aggregation of human needs.

Economic underpinning for underpaid workers was urged by Leon G. Henderson of the Research Institute of America, at a meeting of the National Consumer's League, devoted to the pending minimum wage legislation. He said that the case for a minimum family standard of life taken with the case for maintaining purchasing power held promise of attainment of social and economic goals.

At this same meeting, R. W. Hudgens, assistant administrator of the Farm Security Administration, urged the establishment of a federally operated national farm placement service to improve the organization of the farm labor market, and coverage of all farm labor including migrants under state and federal protective legislation.

David Kaplan, chief economist for the International Brotherhood of Teamsters, on the program of the administration section, said that labor's effort to develop human rights for the individual have proceeded through two main streams — "legislation which builds up rights through law and collective bargaining which develops rights through contract." Employers' liability laws and workmen's compensation, unemployment compensation and the old age benefits of OASI are three outstanding examples of legislative enactments that have progressively added to the economic security of the individual worker.

Public welfare administrators, hopeful that optimistic employment forecasts would prove true, and mindful of the supporting forces in the federal security program, insisted upon higher standards of adequacy for those who are their clients.

Public Assistance Standards

In the public welfare section, Jane M. Hoey, director of the Bureau of Public Assistance, Social Security Board, speaking to a joint meeting with the American Home Economic Association, assumed general agreement "that the agency should provide assistance that will be sufficient to give the individual an opportunity to take his place in the social as well as the economic life of the nation." However, she admitted, we are far from achieving that goal. "Less than one third of the states have established cost figures for fuel, light, water, and shelter. Few . . . have decided what responsibility the agency has for . . . refrigeration, to replace worn-out household equipment and furnishings, to pay for insurance, medicine chest supplies, transportation."

Taking a broad view of the whole problem of economic security, A. Delafield Smith, of the Federal Security Agency, told the conference that "the test of a free society will be found in the scope of right and privilege preserved to and possessed by its weakest elements. . . . We should seek, by every means at our disposal, to get into our assistance statutes, expressly and specifically, the statement that benefit is not to be construed as a gratuity, but as the creation of a right socially and economically justified."

At the final meeting of the section on public welfare, Marion Hathway, professor of public welfare at the University of Pittsburgh, expressing hopes of many public welfare leaders, said she was convinced that passage of the APWA Forand bill would do much to improve and raise the standard of

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our whole public assistance machinery. Miss Hathway pointed to ten years' experience with the social security program as a basis of knowledge of what was needed now, in discussing the Forand bill, which is aimed to reorganize the federal assistance program.

HEALTH AND MENTAL HEALTH

Although the Conference did not pretend to cover the many professional interests of public health or hospital administration and the many specialized practitioners in this broad field, this year, medical care stood high on the list of current health concerns. One of the Conference's special programs was arranged to allow Arthur J. Altmeyer, chairman of the Social Security Board, and Dr. Herbert H. Bauckus of Buffalo, a past president of the New York Medical Society, to present what proved to be at least partially opposing points of view about President Truman's national health program.

"Few people," said Mr. Altmeyer, "have large enough incomes to absorb the expenses of unexpected illness. The overwhelming mass of normally self-supporting persons will not declare themselves needy or take a means test in order to secure medical care without direct charge." Noting that the American Medical Association is now recommending and sponsoring voluntary health insurance plans, whereas in 1932 its *Journal* described such plans as "socialism and communism—inciting to revolution," Mr. Altmeyer saw "no legitimate reason for doctors to protest against any system that would leave the conditions of practice unchanged while arranging a method for the payment of their fees." Agreeing "that doctors not only have a right to be heard but have a right to participate actively in the planning of any program," he nevertheless felt that consumers were equally entitled to these rights.

Dr. Bauckus gave general approval to much of the President's program but took sharp issue with its health insurance provisions. He felt that the system would interfere with the free choice of physicians by patients and be subject to political interference. The AMA, he explained, "is interested primarily in preserving the high standard of medical care in this country" and feels that governmental health insurance, providing for the prepayment of medical costs "would lower these standards."

The large scale problems of administering a national health program were discussed in the health section by I. S. Falk of the Social Security Board, and Dr. J. W. Mountin, chief of the States Relations Division of the U. S. Public Health Service. Mr. Falk, concerned primarily with the administration of the insurance features, concluded that the plan presents no problem which has not already been faced and succesfully met in other connections. There are a different combination of problems but no "insurmountable obstacles."

The fact that we already have an old age and survivors insurance system, he pointed out, with 85,000,000 separate wage accounts, means that we have machinery which could be used in the collection and disbursement of funds. Mr. Falk emphasized the point that successful administration would depend on cooperation with local units in establishing satisfactory practices. Such practices, he said, should make certain that the insured patient gets care from the doctor of his own choice under the most advantageous and helpful circumstances.

The mental hygiene worker having at last succeeded in convincing his fellow citizen that something should be done to combat mental illness, is now in real danger of being unable to deliver in terms of facilities and personnel.

—DR. ROBERT H. FELIX

Dr. Mountin, as a seasoned public health administrator, was especially concerned with the preventive aspects of the program. He emphasized that "a fully coordinated health program under the health department" would do away with the present separation of the "preventive activities traditionally carried on by public health agencies." For example, he said that the practice of obstetrics would be closely related to the preventive program of prenatal and postpartum care, and the practice of pediatrics to infant and school hygiene.

Progress in the prevention and treatment of tuberculosis and venereal disease was reported at one of the panels of the section on delinquency. Dr. J. R. Heller, chief of the venereal disease section of the USPHS, expressed the hope that the burden of social work had been "somewhat lightened" by the combined use of penicillin and arsenic treatment.

Hope for a vaccine which would prevent tuberculosis was voiced by Dr. Herman E. Hilleboe, chief of the tuberculosis control division of the USPHS, at a joint meeting of the National Tuberculosis Association and the American Association of Medical Social Workers. He said the use of BBG vaccination "is being studied intensively. . . . Preliminary analyses of the results . . . promise much."

Cooperation in another area was stressed by Dr. Victor H. Vogel, chief medical officer of the Office of Vocational Rehabilitation. To restore disabled persons to earning power requires team play between physicians, psychiatrists, medical social workers, nurses, and vocational advisers, he said. "Experience has shown that patients often cannot make good use of medical service because of fears and anxieties and social situations." On an even broader front, under the touchstone caption of the "psychosomatic approach," Dr. Harry M. Margolis of Pittsburgh estimated that 40 to 60 percent of all patients who go to doctors have an emotional disturbance as the predominant cause of their illness." Treatment of such cases depends on "absolute certainty of the diagnosis" and, if possible, the cooperation of a medical social worker.

Mental Health

One could not come away from the sessions on mental health without feeling that the case for a national program had been well documented. "It is estimated that 8,000,000 persons, about 6 percent of the population, are suffering from some form of mental disease or personality disorder," reported Dr. Daniel Blain, assistant medical director of neuropsychiatry of the Veterans Administration. "The rapid emergence of psychiatric difficulties threatens to overwhelm the medical profession in the nation. Planning on a national scope is essential."

Supporting the Priest bill (H.R. 4512) which would set up a national program for training psychiatrists, research, and subsidies to hospitals and clinics, Dr. Robert H. Felix, chief of the mental hygiene division of the

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USPHS, estimated that "we need at a minimum, twice the number of qualified psychiatrists now available . . . and we may need as many as 6,000 psychiatric social workers."

Weaknesses in present state programs, it was hoped, would be substantially buttressed by the proposed federal legislation. The state, said Dr. James M. Cunningham, director of the Bureau of Mental Hygiene of the Connecticut State Department of Health, traditionally has been responsible for the construction and maintenance of hospitals for the mentally ill. "Extramural" programs need to be developed in order to provide the functions of licensing, promotion of local psychiatric services, advice and consultation, education, and the operation and subsidy of psychiatric clinic services.

Three million persons, representing "one of the largest categories of sick persons in the country today," suffer from alcoholism, according to Dr. Seldon D. Bacon of Yale University. In a specially scheduled meeting, Dr. Bacon told conferees that this problem is being met "with sixteenth century attitudes," and that the public must be educated to see alcoholism as a disease, and its treatment as a public health program. Speaking on the same program, Dr. Joseph Thimann of Washingtonian Hospital in Boston, described a plan for the treatment of alcoholism as a symptom of a personality disorder.

An anonymous speaker, member of Alcoholics Anonymous, appearing on a program sponsored by the Council of Seamen's Agencies, testified that 24,000 members of this organization have found a "workable answer to this social menace," principles of which are to be found "in medicine and religion."

DELINQUENCY AND CRIME

Although Charles L. Chute, its executive director, had reported to the pre-conference sessions of the National Probation Association that "juvenile delinquency, which increased 50 percent during the war is now going down" and that "there is no honest evidence of any increase in the amount or severity of adult crime," there was plenty of evidence of concern over these twin manifestations of social disorganization and antisocial behavior. Emphasis was organized around two points: the institutional treatment of juvenile and adult prisoners in detention homes, jails, prisons, and reformatories; and community and state planning to arouse citizen interest and coordinate the specialized agencies needed for an all-out program for prevention and control.

Speaking on one of the special conference programs, Sanford Bates, New Jersey Commissioner of Institutions and Agencies, advocated sweeping changes in prison administration. "The most beautifully designed prison which the architect can contrive is useless unless it is administered by men devoted to something more than the task of making life miserable for the inmates," he declared. He went on to emphasize that "discipline in the penitentiary must be directly related to the teaching of citizenship."

At the opening meeting of the section on delinquency, Edgar Martin Gerlach, federal prison inspector and director of the correction system survey, gave a picture of what happens at the grass roots of our correctional system. Jails or lockups maintained by 3,073 small county units, he said, are usually an adjunct of the sheriff's office. Many are fire hazards, food is inadequate (in one instance provided at a cost of 19 cents a day), truant girls and confirmed prostitutes are housed together, and boys are kept in rotunda cells without toilet facilities.

He added that the situation has been getting worse instead of better. A study by the Federal Bureau of Prisons in 1937 showed that 65 percent of the country's jails fell below a 50 percent rating as to administration, discipline, food, personnel, and court treatment. In 1945, 80.8 percent fell below that rating.

The picture of special detention facilities for juveniles is almost as bad, according to Sherwood Norman of the National Probation Association. A recent intensive study of forty-three of the nation's *better* detention facilities showed that ". . . with the exception of half a dozen there was lack of understanding and guidance, mental and emotional starvation, lack of things to do and sound leadership to do them, improper segregation of age and problem groups so that the child is literally bottled up with bad companions." Well trained and well paid staffs, better intake procedures and the general strengthening of community services for children were among the recommendations made by Mr. Norman as a basis for community action.

Administrative and other policies in respect to detention of both adults and juveniles came up for discussion in two later panels under the chairmanship of Mr. Chute. The importance of screening at intake in close cooperation with police juvenile bureaus, of the participation of lay boards in policy making, and of decent budgets for the juvenile homes were stressed by speakers who took part in the latter discussion.

The issues in community planning were treated at several different levels. Saul D. Alinsky, executive director of the Industrial Areas Foundation of Chicago, said that, in his opinion, the reason we are not making headway against delinquency is the failure to recognize it as merely symptomatic of other basic problems such as poverty and disease.

In connection with a program of the child care section, Judge Stephen H. Clink of the Muskegon (Mich.) Probate Court, described how a five-year over-all community plan had cut court spending from $40,000 to $23,000. The plan was worked out through a social planning council with service and advice from the State Department of Public Welfare and the Michigan Children's Institute.

Planning at the state level was discussed by Walter M. Berry, executive secretary of the Michigan Youth Guidance Commission, and at a panel, under the chairmanship of William W. T. Squire, secretary-director of the Connecticut State Public Welfare Council. The Michigan Commission, now in its third year, was set up as a department of state government to do

Which Course?

G. B. Chisholm, C.B.E., M.D.

Logical attitudes have never been able to break through the inculcated certainties of enough people to be significant, and so intolerance, social chaos, poverty, cruelty, and wars have gone on unnecessarily for generations. . . .

Which way are we going, backward toward authoritarian belief and thinking . . . or forward toward clarity of understanding, freedom to use all our mental equipment and partnership with destiny?

This latter course is clearly that toward which man has been developing slowly for millions of years; it follows the evident universal course . . . the will of God.

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statewide planning. Many laws have been passed on its recommendations revising the juvenile court code, changing the policies of the state training schools, revising the school codes. Approximately $1,000,000 has been appropriated to expand state services and facilities.

The Connecticut program, described by Mrs. Herbert Fisher, of Hartford, is organized under a voluntary State Commission on Crime and Delinquency Prevention. Three regional groups are being organized to promote the formation of local committees and the state organization will publish a quarterly bulletin and conduct a speakers bureau and a motion picture film service, as means to stimulate local action.

LEISURE SATISFACTIONS

The desirability of providing abundant opportunities for achieving personal satisfaction through the use of leisure is generally accepted. According to G. Ott Romney of the American Red Cross, it is just as important as economic security or good health. At the opening meeting of the groupwork section, Mr. Romney said that if a person "is to preserve his ideals, dignity and worth as an individual, if he is to find meaning in living and save himself from becoming a materialistic robot or leisure time illiterate, he must look to adequate preparation, stimulation, and opportunity for using his time off . . . pleasantly and profitably, constructively and decently. He must be guaranteed the right and be provided the preparation to live the life of a free man in his leisure time."

Planning to make this possible, through expansion of facilities and resources, was a question to which many speakers directed themselves. Charles K. Brightbill, of the Office of Community War Services, predicted that post-war demands by the public for tax financed recreation programs would result in increased federal and state participation in long range planning.

In discussing the problem of community planning, Chester L. Bower, secretary of the group work section of the Houston Council of Social Agencies, noted that only 35 of the 313 councils of social agencies in the country had full time or part time secretaries for their groupwork and recreation divisions. The fact that only three of these had any definite responsibility in connection with the budgeting of chest funds indicates a general unawareness of the realistic relation between planning and financing.

General Omar N. Bradley

VITAMINS FOR VETERANS

In the periods following previous conflicts, we were, in effect providing headache powders for the unfortunate victims of those wars. This time we are giving vitamin pills in the form of education and training, readjustment allowances, and GI loans . . .

With this investment in the future of our veterans we are guarding against an era of applesellers, untrained jobless veterans, and discontented bonus marchers.

Yet the billions allotted for this program will be meaningless unless the veteran is given the opportunity to use it wisely. Such opportunity can be provided only by the people who make up this nation. And then, only if they look clearly at the unique and accumulated needs of these young men and women.

—Omar N. Bradley

Speakers from several related fields also testified to the growing interest in providing more adequate leisure opportunities. George B. Corwin, chairman of the program committee of Associated Youth Serving Organizations, cited the mushroom growth of over 3,000 teen-age canteens and youth centers, as "tested by fire" evidence of the desire of young people "to participate realistically in managing their own and the community's affairs."

The director of pupil personnel and counseling of the Philadelphia Board of Education, Robert C. Tabor, proposed the public schools as the logical area for expansion of recreational opportunities, since schools were strategically located, and it was a waste for them to lie idle after school hours.

In a special meeting of the National Federation of Settlements, Grace L. Coyle stressed the educational and recreational function of settlements in carrying out their purpose to create a "spirit of neighborliness," as well as their functions of social action, community organization, and individual service.

VETERANS

One of the largest audiences paid tribute not only to social work's concern for the men who fought the war, but to two of the Conference's most distinguished speakers, General Omar N. Bradley, head of the Veterans Administration, and Elizabeth Healy Ross, former secretary of the War Office of Psychiatric Social Work, at the special session on "The Veteran." The appropriateness of such interest was pointed up by General Bradley himself, who described the Veterans Administration as "an unprecedented undertaking in social readjustment."

"We must not forget, however," he continued, "that the man who landed on Iwo Jima is not by any means a helpless young man. Needy? Yes . . . in need of a chance to make up lost time, of opportunity for a fresh start in the civilian world. But helpless? No! When he discarded his uniform, the veteran lost none of the initiative, resourcefulness, intelligence, and courage that enabled him to win the war." General Bradley reported that 700,000 veterans are already studying, and another 2,000,000 have indicated that their future plans include additional training and education.

Stating that *"there is no war wounded veteran today acutely in need of hospital care for whom there is no bed,"* General Bradley said that the biggest hospital care problem—lack of doctors—was being worked out, since the shortage had dropped from 1,500 to 500 in six months. He added that "some of the biggest names in the medical profession have left their practices to join the Veterans Administration on a full time basis."

General Bradley issued a strong plea to communities and to industry to help both wounded and able-bodied veterans as well as the large group which has had little experience, find jobs. "Experience has shown that with training, guidance, and intelligent placement, the disabled veteran is capable of bettering the production of other workers."

Mrs. Ross, after admitting the "terrifying size of the job," issued a stirring challenge to social workers to get

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on with it by shaking off some of their traditional attitudes, both toward their skills and toward their community relationships. Social work must hold fast to its capacity to "appreciate individual differences" and not be tempted to make a blanket assumption that there is a "veteran psychology," for, after all, "each man had his own war." She urged, too, that social work find a way to work with veteran organizations. "Out of such work," she said, "maybe we'll learn how to differ, and how to state a difference for the public good as we see it, in a way that won't sound like treason."

Some firsthand clues about the role which casework agencies are now playing in helping veterans make their adjustments were presented by Marguerite S. Meyer, case consultant of the Boston Family Welfare Society, and Betty P. Mahaffy, director, family service department of the Family and Children's Service of Minneapolis, at a joint afternoon session of the National Committee on Service to Veterans and the National Publicity Council for Health and Welfare Services.

Miss Meyer urged recognition that "much of our work for a long time to come will be with families in which some member has been in the armed services." Anticipating that the greatest need for casework would come after, rather than during, demobilization, she reported that a "large percentage" have already come with family problems, "essentially those of difficulty in marital relationship."

Mrs. Mahaffy suggested that caseworkers working with veterans needed to sharpen their sense of timing and to begin by giving "demonstrable help." Her agency has found also that effective work with veterans involves concurrent help for parents or close family members.

At this same meeting both Sallie E. Bright, executive director of the National Publicity Council for Health and Welfare Services, and Robert E. Bondy, director of the National Social Welfare Assembly, emphasized the importance of a sound public attitude toward the veteran's problem. "Community committees must be alert to the changing needs of veterans," said Mr. Bondy, "and must work at plugging the gaps in community services."

Many of the Conference sessions included refreshing contributions of social workers who were veterans themselves. The panel devoted to a discussion of the army's current program for dealing with military prisoners, was made up of a galaxy of professional talent, some still in service, some in their new civilian clothes. Decrying the impression that the army program was brutal and unintelligent, F. Lovell Bixby, formerly deputy director of the Correction Division of the War Department, said that out of a total of 73,000 courts martial cases, 43 percent have already been restored to duty.

A fitting concluding note to this brief account of the Conference concern for veterans is to be found in Saul Hofstein's plea for a little more consideration by social work for its own social worker-veterans. "What does the social worker-veteran expect from social work?" he asked at a meeting of the Social Work Vocational Bureau. "Primarily, he wants to become a *civilian* social worker as quickly as possible. He does not want to be set apart. . . . He does want to know that the administrator recognizes and credits the growth that has taken place over the last years."

CHILDREN

The enthusiastic response to Dr. Chisholm's plea to "set the children free" from the bondage of cultural taboos and superstitions, gave a clue to one of the major concerns of the Conference. Not only in the meetings of the child care section and in the afternoon meetings of the Child Welfare League of America, but on almost every sectional program child care specialists were heard by audiences who were attentive and concerned because of what they had been seeing and hearing in their own communities.

A compelling characterization of the present scene came from E. Marguerite Gane, the Buffalo Children's Aid and Society for the Prevention of Cruelty to Children, who testified that "an increasing number of parents are struggling towards separation and divorce," and that "children are not merely pawns in this chaotic, charged atmosphere, they are deliberately used as accomplices by one parent or the other." Miss Gane said that infants born to married women during their husbands' absence "are being offered for adoption in the most fantastic ways" and that many small children are being left to care for themselves under precarious conditions. Leon H. Richman of the Cleveland Jewish Children's Bureau and Bellefaire, described how children needing temporary care are being placed in jails, detention homes, and hospitals, because of shortages of foster homes and trained personnel.

Against this background, Leonard W. Mayo, dean of the School of Applied Social Sciences at Western Reserve University, pleaded for strong community and state organization. In speeches made at the opening session of the section on child care and again at the annual meeting of the Child Welfare League of America, at which he presided, he urged strong state committees on the needs of children, vigorous local organization, and effective implementation of the League's five-year plan for expansion.

A practical example of the effectiveness of a lay committee came from Mamie D. Rayburn of the child welfare bureau, department of public welfare in Fulton County, N. Y. Speaking at a Child Welfare League session, she told how the program in the county was saved at a crucial point by a lay committee which succeeded against great odds in making the program a popular one, even with "the politicians."

Maud Morlock, consultant from the U. S. Children's Bureau, said, regarding child welfare legislation, that the social factors as well as legal points should be considered in law making. For instance, state laws regarding relinquishment of parental rights should include requirement for judicial sanction, and should provide for private hearings, in order to protect the confidence of those involved.

The two most discussed topics in these sessions were problems of adoption and trends in institutional care. Miss Morlock stated that in 1944, adoption petitions for 50,000 children were filed in the twenty-two states from which information was available. The increase in the number of illegitimate births has served to highlight problems in the field of adoption.

One of these is, of course, the public misunderstanding of the factors involved and general criticism of red tape and delay. In a paper on casework trends in the field of adoption, Dorothy Hutchinson of the New York School of Social Work showed how the delay was primarily due to two factors: the feeling on the part of placement agencies that they "must leave no stone unturned in getting

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thorough knowledge on the child"; and the process of securing a surrender from the mother.

Miss Hutchinson acknowledged that agencies had had stiff competition from "baby-bootleggers," who worked fast and promised secrecy in the transaction, even though they were without scruple. Although agencies should not throw overboard well established procedures, she pointed out that early placements were being experimented with successfully.

The process of securing surrender from the mother is often complicated by the number of agencies who are in on a case, the interstate legal problems, and the mother's own conflict. Miss Hutchinson said that, in some cases, the agency does the mother an injustice by delaying placement even after she has come to a decision.

A significant current trend in child care seems to be toward more thoughtful use of the institution as a group living experience for certain types of children.

In one session of the child care section, Susanne Schulze, associate professor of child welfare at the School of Applied Social Sciences, Western Reserve University, said that in the more progressive institutions, program and procedures are being adjusted to accept the institution as complementary to the foster home, rather than competitive; also, that the basic function of the institution is being seen more as a chance for group living, preferably in small units, such as the cottage plan.

Interesting case material was presented at this session by Dr. Emmy Sylvester, consultant to the Orthogenic School at the University of Chicago, on the use of psychotherapy in children's institutions; and by Ruth Atchley, director of social service at St. Christopher's School, Dobbs Ferry, N. Y., on the need for specialized casework treatment of the needs of individual children in the institution.

National trends in day care, according to Alice Dashiell, field secretary for the Child Welfare League, are discouraging in that so few states are making plans to supplant the program made possible by Lanham act funds. However, she reported, there are wartime gains in that communities became accustomed to broad planning for day care, and there is a trend in the best agencies to recruit and train personnel in order to give good all around service in day care.

Work with unmarried parents in planning for illegitimate children came in for a good deal of attention from the child care section and special meetings scheduled by the Committee on Unmarried Parenthood. A plea for confidential birth certificates to protect the illegitimate child was made by Helen C. Huffman of the Census Bureau, at one of the latter meetings. She described a new type of birth card now in legal use in Mississippi, Ohio, Oregon, Tennessee, and Washington.

Arch Mandel, Conference Treasurer

The card certifies name, race, sex, date and place of birth without indicating illegitimacy.

A plea for continued work with unmarried mothers was entered by Dr. Mabel Ross of the Buffalo Guidance Center, since "the stresses and strains of illegitimate pregnancy do not end with the birth of the child." Miss Morlock, speaking at one of the meetings of the Committee on Unmarried Parenthood, urged working toward a public welfare program which would reach all unmarried mothers. Although every state now has a department of welfare with provisions for special services to children and a division of maternal and child welfare services, she said the amount of money and staff available to carry out the program is not always adequate.

Problems of personnel in the child care field were discussed at a special meeting of the Child Welfare League, with Lois Wildy of the Chicago School of Social Administration giving the facts about the serious shortages of workers in both public and private agencies. Many positions are unfilled, she said, and there are a large number of untrained workers being used where trained professionals are needed.

One of the basic answers to this problem — need for adequate salaries and good personnel practices — was brought out in a discussion which concluded that a cooperative plan to recruit, train, place, and keep good people in this field needed to be worked out by the Children's Bureau, the Child Welfare League, the American Association of Schools of Social Work, the American Association of Social Workers, and the agencies.

The day when cottage parents would be given professional training was predicted by Mrs. Schulze, who outlined a proposed curriculum and said though it might seem utopian "we probably once thought the same about jobs which now are done only by trained people." Mrs. Schulze urged investing all we could in our children today, for the sake of having "happy, well adjusted adults and parents in the future."

THE AGED

The crux of the new philosophy about care and services for our oldsters (see "Modern Old Age," *Survey Midmonthly,* April 1946) was stated simply by Mrs. Francis J. Stokes of the Philadelphia Council of Social Agencies at a meeting sponsored by the Conference section on the aged, when she said that old age need be no tragedy. And indeed the plans and already-operating projects which were described in meetings of this section gave one the feeling that, not too many years hence, the place of the older citizens in our country might become something to look forward to. For the progress that has been made by those agencies whose work has been most affected by the gradual shift in population trends, points the way past mere increased life expectancy, which science has made possible, to anticipation of full living in the so-called "declining years."

Living arrangements which preserve as great a degree of independence as possible; recreation which encourages development of hobbies and skills, and provides a setting for continuing social life; hospitals, nursing homes, and institutions where the chronically ill may receive adequate care—these are some of the goals toward which these agencies are reaching.

There are, however, long strides to be taken before these goals can be reached, and in this section, as in others, the spotlight was on the prac-

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tical problems facing the aged now.

The increased number of older people needing living arrangements, plus the current housing situation, is putting both private and public agencies under great pressure, according to Margaret W. Wagner of Cleveland's Benjamin Rose Institute. Speaking at a joint session of the sections on the aged and casework, she said that communities must begin to "develop a great diversity of resources," including not only institutions, boarding and nursing homes, but also foster homes (not with foster parents, however, according to Miss Wagner), and facilities for independent living, such as apartments and single units.

Speaking from the point of view of the public agency, Lillie H. Nairne, director of the New Orleans department of public welfare, said that the situation showed the need for laws licensing boarding homes and establishing housing standards of sanitation, safety, and capacity.

Raymond M. Hilliard of the Illinois Public Aid Commission spoke on another point important to the public agency when he described how, as a result of legislation passed in his state in 1945, old county poorhouses are being converted into modernized institutions in which both the public welfare recipient and the non-indigent are eligible for care.

Quoting the National Health Survey which showed that one out of five persons in the country today suffers from a chronic disease, Dr. Ellen C. Potter of the New Jersey Department of Institutions and Agencies, said that although life expectancy had increased since the turn of the century from forty-nine to sixty-five years, "the lack of statesmanship in the health and welfare fields has permitted a large proportion of the population to be permanently handicapped by disease and defect."

Action in behalf of the long term patient, Dr. Potter warned, led along a path full of "opposition, apathy, and vested interests." She said that there must be concerted action on the part of many public and private agencies, to see to it that general hospitals are organized so as to give full service to the chronically ill and that nurses and doctors, now mainly trained to care for acute illness, begin to recognize that care of the long term patient is not only necessary, but holds many challenges to the medical profession. She stressed the importance of public interest and said there was need for the same kind of action which citizens and the medical profession took, beginning in 1905, in the fight against tuberculosis.

MINORITIES

At the meetings of the National Federation of Settlements which preceded the National Conference, 325 settlement workers and board members heard Horace Cayton, director of Parkway Community Center, Chicago, and co-author of "Black Metropolis," speak on the situation of the Negro in northern communities. Mr. Cayton described how, in the population movement outward from the heart of the metropolis, prompted by the rise of economic standards, the Negro finds himself stalled in the transition area because of unnatural restrictions.

The advantages and disadvantages of the Race Discrimination Act of New York State were discussed by Crystal M. Potter of New York City's bureau of child welfare in a meeting on institutional care for Negro children, sponsored by the Child Welfare League of America. In her experience, Mrs. Potter said that "children are the best salesmen of the nondiscriminatory program." Speaking from the point of view of the needs of Negro children in a city where the pattern of segregation still exists, Laura D. Nichols of the Philadelphia House of the Holy Child showed how segregation results in lack of adequate facilities and inequalities of service.

Migration during wartime highlighted the differing degrees of integration of minority groups in the country's geographical areas, according to Emily Levin, United Jewish Social Service, Kansas City, Mo. In a paper on social casework with persons of minority groups, Miss Levin brought out the need for social work to find a scientific approach to cultural factors. Psychological process, she said, may be the dynamic of behavior, but culture determines its ultimate form. On the same program, Ruth D. Smith, Youth Consultation Service of the Diocese of New York, made a careful analysis of factors in understanding emotional reactions associated with minority status.

Immigration

A proposal that our immigration policies be changed to admit individuals of worth and skill rather than quotas from geographical areas, was made by William S. Bernard of the National Committee on Postwar Immigration Policy. Mr. Bernard spoke at a meeting sponsored jointly by the American Federation of International Institutes, the Common Council for American Unity, and the National Council on Naturalization and Citizenship. His proposal was based on his objection to our present policy of keeping out "those we do not like," rather than encouraging "those who might prove to be an asset to our society."

Edward Corsi, commissioner of industry of New York State, also appearing on this program, charged that our immigration laws "rest upon discrimination between nation and nation . . . and on the basis of race."

In Other Countries

Private agencies participating in the foreign relief program have a big job to do in helping indigenous agencies rebuild themselves, according to John F. Rich who spoke at a special meeting of the American Friends Service Committee. Mr. Rich, associate secretary of the organization, reported that much of the funds now being administered by the committee in famine areas are being used for food for students, with the aim of helping to build up intelligent leadership. Mr. Heikki Waris, professor of social work at the University of Helsinki, suggested, in a meeting of the National Federation of Settlements, that settlements in the United States "adopt" European settlements in order to help rebuild them.

The establishment of an international welfare organization was urged by John E. Dula, former UNRRA deputy director of welfare in Greece. Speaking before a session of the child care section, Mr. Dula said that the UNRRA welfare program has proved the need for an international organization and that social workers should urge action in that direction. Painting a vivid and specific picture of the extent of famine and its effect on European children, Mr. Dula said that he was "disturbed by the relative complacency of people in this country" in the face of the imminent death of twenty million children from hunger.

In contrast, the children of Central and South America are receiving better care each year, reported Alice Shaffer, chief of the welfare branch of the State Department's division of international labor. She said that in most

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of these countries there was increasing government aid for maternal and child health programs, and that great emphasis was being put on training health and welfare workers.

Social Action

Alderman May Birchard, sent by the city council of Toronto, Canada, as a delegate to the Conference, told *Survey Midmonthly* editors that as a "lawmaker" she was interested in the Conference emphasis on legislation. "People often overlook the fact that it's the way to get things done," she said.

Mrs. Birchard's interest can well be shared by anyone who is wondering what part social work will play in shaping the things to come. As has been mentioned, there was scarcely a session of this Conference which did not include discussion of some piece of legislation which was closely related to the subject at hand. Other meetings were devoted to discussion of social action as a method, as well as a responsibility.

Under the general title, "Social Welfare at the Crossroads," the Joint Committee of Trade Unions in Social Work sponsored one such meeting which was addressed by Alfred H. Katz of the Workers Personal Service Bureau of Brooklyn, N. Y. In this meeting it was stressed that social agencies needed to work closely with the "consumers" they serve. Mr. Katz urged these agencies to be more accessible, and more democratic. He felt that as this becomes true, agencies will "find themselves getting into the social action of the day."

Practical ways in which family agencies might live up to their legally constituted responsibility "to give community leadership in the improvement of social conditions which directly affect family life," were suggested by Mildred Kilinski of the Washington, D. C., Family Service Association. Mrs. Kilinski, speaking at an FWAA session, said that case records which show what happened to people during the period from pre-depression days to the current reconversion days could have been put to good use in enlisting support for the full employment bill.

A report on an unusually interesting social action project was given by Helen Hall of Henry Street Settlement, New York City. Speaking at a meeting of the National Federation of Settlements, Miss Hall described the process of organization of the Conference on Unfinished Business in Social Legislation held in Washington in early May (see *Survey Graphic*, June 1946). Miss Hall evaluated the results of the conference in terms of the "grass roots response," showing the stimulation and education of the participants.

A REPORT OF THIS "STOCK-TAKING" conference would not be complete without a stock-taking note or two on what was revealed during the week about the profession as a whole. In the opinion of these writers, it was plain that social work has gained in confidence, unity, and perspective.

Moving out from under the mantel of charity, social work has progressed on its way to becoming a galaxy of community services, existing for the common welfare and increasingly accepted by all citizens. It is part of the daily lives of more people in this country than ever before. Finding a place of its own has meant the growth of genuine confidence within the profession, and a consequent slow crumbling of the no-longer-needed ivory tower.

The threads of unity which are being woven into the fabric of our profession were discernible. Concentration on the professional core of the job, often undertaken in the past on the basis of mixed motivations, was more strongly based here on the common interests of all social workers, and on the acceptance of a common purpose. Recognition of the need to plan together—as a community, as a state, and as a nation—though it appeared in many spots in terms of special groups or specific problems, rather than planning for total needs and services, was nevertheless a marked trend.

Finally, reconvening as it did at a time when all human beings struggle to grasp the meaning of life in an atomic age, and the import of world citizenship responsibility, one might have expected the Conference to meet with some measure of doubt, indecision, or dismay. It might have been anticipated that these conferees would need a shot in the arm, a pat on the back, or a stirring clarion call. For they, too, have earned the right to war weariness, and the tasks ahead of them are gigantic. But if there had been a "pause for reconversion," it had long since passed, for these delegates were right in there pitching, and all eyes were on the ball.

They seemed to have accepted the fact that, as Mr. Pray pointed out in his opening address, their daily business came closest to the real storm center of our troubled world; and in accepting it, had seen that it was their responsibility each to put his job into perspective with the whole—and then simply to learn to do a better job.

Remembering the assurance and determination of these social workers, one feels that perhaps, in a deeper sense, it could be called a "hell and high water conference," after all.

Press Association

Delayed by a near-miss strike as Conference began, delegates ended a "hell and high water" week facing complete railroad shutdown

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THE COMMON WELFARE

S.1592 Again

With the passage in mid-May of the Patman bill by Congress after a bitter fight in the House, Housing Expediter Wyatt is finally given certain important tools which he characterized as the heart of the veterans emergency housing program. The expediter is now empowered to grant up to $400,000,000 (a reduction from the $600,000,000 originally requested and granted by the Senate) in premium payments to producers in an effort to increase the production of building materials, as well as to guarantee a market to prefabricators.

The Patman act is the first essential step in the emergency program. It supplies only part of the necessary legislation, however. Its primary objective is to remove one of the worst bottlenecks in housing—a dearth of materials. To bring production of houses within the reach of veterans' pocketbooks is another matter. Mr. Wyatt maintains that the passage of the Wagner-Ellender-Taft bill (S.1592) is vital to this end. It contains provisions that would assure that the housing produced under the emergency program will be available to moderate and low-income groups.

Recent War Department figures tell the story. According to them, fewer than one sixth of the veterans can afford over $50 a month rental or home payments; one half can pay only $30 to $50, and one third less than $30. Clearly, even if there were plenty of building material at hand, the housing needs of most veterans could not now be supplied at a price they can afford.

The time for action on S.1592 is critically short in view of the prospects of early July adjournment of Congress. Passed by a voice vote in the Senate, without substantial opposition, the bill faces hard sledding in the House. At this writing, S.1592 is before the House Banking and Currency Committee (which is preoccupied with the British loan) and no date has been set for hearings. The strategy of the opposition is to delay the measure in committee.

S.1592 is a comprehensive bill that would establish a *long range* housing program for all income groups. (See "Homes for All" by Leon Keyserling, *Survey Graphic*, February, 1946). It is also needed to implement the emergency act. Its defeat—by adverse action or by default—will put back the housing program many years.

Church Committee

Twenty-five distinguished men and women from thirteen denominations have united to form the Church Committee of Survey Associates, Inc., with Dr. Beverley M. Boyd, executive secretary of the Department of Christian Social Relations of the Federal Council of Churches, as chairman.

In the belief that the secular groups interested in a sounder democracy and a better life for people have the same basic motives and goals as those who work through the fellowship of the church, the committee members are making plans to bring about a closer relationship between the churches and Survey Associates. It is the aim of the committee to search out arresting achievements within the church community which will be of interest to Survey readers and at the same time bring *Survey Graphic* and *Survey Midmonthly* a wider hearing among the leadership and membership of the churches.

The committee includes thirteen denominational leaders, representatives of the United Council of Church Women, and the editors of *The Christian Herald* and the *Christian Advocate*.

The members of the committee are: Dr. Beverley M. Boyd, chairman, New York; Dr. Theodore F. Adams, Richmond, Va.; Eugene E. Barnett, New York; Algernon D. Black, New York; Dr. Henry Sloane Coffin, Lakeville, Conn.; Dr. James A. Crain, Indianapolis; Dr. Frederick May Eliot, Boston; Right Reverend Charles K. Gilbert, New York; Dr. C. Franklin Koch, New York; Dr. William E. Lampe, Philadelphia; Dr. Henry Smith Leiper, New York; Reverend William H. Marmion, Birmingham, Ala.; Reverend Francis M. McPeek, Washington, D. C.; Right Reverend Edward L. Parsons, San Francisco; Clarence E. Pickett, Philadelphia; Dr. Daniel A. Poling, New York; Right Reverend William Scarlett, St. Louis; Dr. Robert W. Searle, New York; Right Reverend Henry K. Sherrill, Boston; Mrs. Harper Sibley, Rochester, N. Y.; Dr. Joseph R. Sizoo, New York; Dr. Roy L. Smith, Chicago; Dr. Ralph W. Sockman, New York; Reverend Stanley I. Stuber, New York; Mrs. Ruth Mougey Worrell, New York; Miss Louise Young, New York. Beulah Weldon Burhoe, of Survey Associates, will serve as the secretary.

Illiteracy

The urgency of this country's unsolved problem of illiteracy and semi-illiteracy was underscored at the annual spring conference on education and the exceptional child at the Woods Schools, Langhorne, Pa., last month. The 1946 meeting, arranged by the Child Research Clinic of the schools, was the first held since 1942.

Dr. Stella S. Center, director of the reading clinic at New York University, cited U. S. Office of Education statistics showing that there are approximately 10,000,000 adults in the United States who cannot read or write. Even more serious, she held, are informed estimates which reveal that "from 20 to 33 1/3 percent of the boys and girls in elementary and high schools fail to achieve the reading standards of their respective grades. The result is logical: reading failure, school failure, and frequently truancy and delinquency."

Among solutions canvassed in conference discussions of functional illiteracy among young people were remedial clinics in all public school systems, and the application of the clinic procedures in classroom situations. These include group intelligence and achievement tests, and expert testing of vision and of mental and emotional factors by ophthalmologists, psychologists and psychiatrists.

As Dr. Center pointed out, "Until the day comes when all the resources of the medical world can be marshaled to serve all the needs of the child, we shall continue to have failure to read, and, therefore, school failure and the tragic train of events that follow logically," she added.

"A child that is a failure and feels like a failure is a rebuke to society. In a true democracy every child will have the opportunity to develop up to his potentiality."

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HERE IN WASHINGTON

IN AN EFFORT TO HEAD OFF THE Wagner - Murray - Dingell health bill, S. 1606, Senators Taft, Smith, and Ball are pressing for action on their own measure—S. 2143. Proponents of S. 1606 see the issue as health insurance *vs.* public charity.

Briefly, the Taft - Smith - Ball bill would set up a program by means of which persons passing a means test or, possibly, taking a pauper's oath, would receive medical aid. The Wagner-Murray - Dingell bill, on the other hand, provides medical care under a form of health insurance in which the entire population would participate.

Senator Taft estimates that his substitute bill would cover 20 to 25 percent of the population. State participation would be optional, and it would be the responsibility of the state to determine who is "needy" and therefore eligible. The bill would put the direction of nearly all federally supported health and medical services, exclusive of the army, navy, and veterans, under the control of organized medicine. Opponents claim administrative costs would be staggering since each case would have to be investigated individually.

S.1606 offers universal coverage. The services of existing government and voluntary agencies would be utilized in addition to those of private practitioners and hospitals.

Hearings on the Wagner-Murray-Dingell bill are virtually concluded and its sponsors are determined to get action before this Congress goes out of business. It is understood that the Taft-Smith-Ball bill will be offered on the floor as an amendment to the bill reported.

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THE WAR - CREATED TEMPORARY Fair Employment Practice Committee has been forced to close down for lack of funds. Congress refused to allow even enough for the agency to liquidate itself in orderly fashion.

An attempt last month to bring to the floor the bill creating a permanent FEPC was frustrated. The House Committee on Labor approved the bill early this year but the measure has been pigeonholed. Acting under a seldom used rule permitting committees to call on Wednesdays for a vote on a measure already approved, the House committee tried to bring the bill up on May 15. Opponents of the bill, however, turned out solidly and twenty-five minutes after the session began voted, 99 to 81, to adjourn for the day. It was a standing count, the House refusing the committee's request for a roll call.

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ROBERT GOODWIN, DIRECTOR OF the United States Employment Service, reports that of the 9,110,000 veterans who have entered the civilian labor force since V-J Day, 8,120,000 have found jobs.

"The outlook for the period ahead is bright," Mr. Goodwin declares, "if reconversion problems are overcome. We have proved our ability to demobilize without widespread unemployment."

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THE HOUSE WAYS AND MEANS Committee expects to wind up hearings on the expanded social security program by the middle of June. Testimony generally has been favorable to an immediate extension of the program. In the light of public reaction it is a safe bet that the committee will bring out a bill in the near future, although action on the floor probably will be delayed until fall.

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THE MOST RECENT ADDITION TO Cabinet honors, Secretary of the Interior Krug, seems to have inherited congressional animosity toward his predecessor, Harold L. Ickes.

His department's funds were cut 50 percent by the House in a savage mid-May attack on Interior's varied program. The Bureau of Reclamation took the worst beating with its budget of $167,000,000 reduced by $97,000,000.

A Washington editorial comments that Secretary Krug's "dynamic leadership," praised on the House floor, would be put to severe test if he attempted to operate his department on the funds allotted him. Said the editorial, "Mr. Krug would have to be very dynamic indeed to produce power or to irrigate arid land without funds for construction of dams."

The Senate may restore a part, at least, of the funds cut. As a nationally known business magazine says, "Private power interests aren't ready yet to claim a full victory . . . but they are hopeful." The same magazine goes on to say that the cut followed the most vigorous private power campaign since the fight over TVA, and that the campaign had been directed at the committee "whose hostility to Interior has been built up in a long series of battles with Harold Ickes and has not yet been moderated by the appointment of J. A. Krug."

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THE PEPPER "EQUAL PAY" BILL has been reported favorably by the subcommittee of the Senate Education and Labor Committee appointed to study it.

Reporting back to the full committee, the subcommittee declared that wage differentials based on sex constitute an unfair wage practice. The report further found that such differentials lead to labor disputes, lower wages for men as well as women, and prevent the maintenance of an adequate standard of living generally.

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SENATOR PEPPER IS PLANNING to bring the mental health bill, already passed by the House, to the Senate floor in the immediate future. The bill has been approved by the Senate Committee on Education and Labor and the funds raised from $4,500,000 to $10,000,000.

The bill sets up a mental health research institute at Bethesda, Md.

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THE GOVERNMENTAL REORGANIzation plan submitted to Congress by President Truman has a long way to go before it becomes law.

Agency reorganizations and consolidations, however, could become effective without congressional action. Under the Reorganization Act of 1945 they will become automatically effective within 60 days unless Congress specifically disapproves.

The plan for making the expanded Federal Security Agency a full department, however, must be approved by Congress through legislation. It is understood that President Truman will ask for such a measure, but his chances of getting it, at least this summer, are not bright.

Rica Schneider

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THE COUNTRY OVER

Industry

Big industries could raise wages without increasing prices to the consumer, in the opinion of 56 out of every 100 persons in the United States. This was the finding of a recent nationwide survey made by the National Opinion Research Center of the University of Denver. The proposition put to a sampling of the civilian adult population was phrased: "Some people say the really big industries could raise their wages without increasing the prices of the things they sell. Do you agree with this or not?"

Among only one group—the wealthy—was a majority in disagreement with the proposition. Among all other groups, at least a plurality agreed. The largest majorities of those believing big industries could raise wages without raising prices were found among residents of the New England and Middle Atlantic States (62 percent); manual and factory workers (63 percent); domestic and personal service workers (64 percent).

Union Conventions

Two of the leading CIO affiliates—the United Steel Workers and the Amalgamated Clothing Workers—met in convention in Atlantic City last month.

The steel workers, acting on a proposal by their president, Philip Murray, adopted unanimously a statement of policy against efforts by "any outsiders," Communists, Socialists, or any other group "to infiltrate, dictate, or meddle" in the union's affairs. In spite of more than 200 resolutions presented to the convention's constitution committee demanding that Communists be barred from membership in the union, the statement rejected any such effort, and was moderate in tone. Another resolution, adopted by the representatives of the 850,000 members of the union, served notice on the steel industry that they feel the time has come to incorporate an annual wage guarantee in collective bargaining contracts. This issue seems likely to be the union's primary objective in the negotiations with the industry in February, 1947.

The Amalgamated Clothing Workers put forward an ambitious program for providing jobs for veterans. The convention unanimously endorsed plans for training and absorbing into the industry 100,000 returned servicemen who had never held clothing jobs, including many with major disabilities. The plans were based on the agreement between the union and the New York Clothing Manufacturers Exchange, under which 1,000 veterans are now receiving training, and immediate vacancies exist for 5,000 more.

Collective Bargaining

The conditions necessary for successful cooperation between labor and management are defined by T. R. Carskadon and S. T. Williamson in a recent Public Affairs Pamphlet, "Your Stake in Collective Bargaining." After a study of records of actual experience, these authors set down as the essentials of industrial peace: harmonious collective bargaining relations, with the union recognized as the bargaining agent; fairly steady production and employment; abandonment by the union of restrictions on output; joint union-management participation in setting standards of output; sharing of gains resulting from lowered costs; full confidence of both union and management that results of their cooperation will not be used to the disadvantage of either.

City Workers

Improvements in the working conditions of city employes during the past year were found in a survey made for the 1946 Municipal Yearbook. More than half the 933 cities over 10,000 included in the study now operate on a white collar work week of less than 42 hours. Vacations with pay averaging two weeks in length are granted to office employes in 97 percent of these 933 cities, and to unskilled laborers in 74 percent of them.

Sick leaves are given municipal white collar workers in 648 of the cities reporting, with sick leave schedules based on the employe's length of service in a few places.

Only 26 percent of the cities give their white collar workers some compensation—usually extra time off—for overtime. On the other hand, unskilled workers are compensated for overtime in more than half the cities, and skilled employes working on salaries in about the same proportion.

In Print

The League for Industrial Democracy publishes the highlights of its forty-first annual convention, held in New York City in February under the title, "A Program for Labor and Progressives." The pamphlet includes excerpts from the round table discussions. Price 25 cents from the LID, 112 East 19 Street, New York 3.

A selected, annotated reading list on "National and Regional Collective Bargaining," is offered by the Industrial Relations Section, Princeton University, Princeton, N. J.

The International Labor Office, 3450 Drummond Street, Montreal 25, Canada, has reprinted the report of the director, presented to the 27th session of the International Labor Conference in Paris last fall, in which he discussed the status and activities of the ILO in relation to the Economic and Security Council of the United Nations.

The report of the conference workshop on employment security, held at the University of Chicago in August, 1945, is published as "Labor Looks at Unemployment Insurance," by the University of Chicago Press, Chicago 37, Ill., price $1.00. The material is divided into four sections: our concept of unemployment insurance in a free society; the present federal-state unemployment compensation system; shortcomings of the present system; bench marks of an adequate system.

Education

A parent-pupil study of home problems will be introduced into the Maplewood, N. J., Junior High School as an experiment in preventing juvenile delinquency. The program is under the direction of Dr. Edna Baxter of the youth conservation committee of the General Federation of Women's Clubs, and is being developed jointly by the committee and the school.

The plan is to use documentary and educational films on home problems as the bases of discussion groups in which

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parents, children, and representatives of community organizations will study "the problem of community citizenship." Both the showing of the films and the discussions will be held in the school auditorium, and will take place one morning each month.

The experiment is the result of a study in Denver schools, which showed that children of junior high school age are those most likely to break with home influences.

Dr. Baxter states that it is the plan of the committee eventually to introduce the program into other New Jersey schools and then into schools throughout the country.

Coming Conference

With the goal of more unified action by the institutions, organizations and associations responsible for the education of American youth, educators from all parts of the United States have been invited to a two-day conference to be held at Teachers College, Columbia University, in November. At this conference, the five committees chosen two years ago by Dean William F. Russell to study the pattern of American education will present their reports. Each report will be criticized by an outstanding educator, with special competence in its field, and the documents will be studied further in discussion groups of the conference members. The theme of the conference is "A Unified Purpose and Program in the Education of American Youth."

Adult Education

Lack of trained leaders and teachers and lack of suitable study materials were cited as the major obstacles to adult education in this country by Morse A. Cartwright in his annual report as director of the American Association for Adult Education. Pointing out that postwar programs of adult education must of necessity rely on volunteer nonprofessionals, Mr. Cartwright said that if this new leadership group "can be brought to realize that adults are truly adult and should be treated as such and not as children, a long portion of the arduous journey of leadership training will have been traversed."

Pointing to the inefficiency of "thousands of tons of printed matter that appear annually, thousands of hours of air time . . . thousands of feet of educational film" which are virtually useless for supposedly educational purposes, Mr. Cartwright urged "a frontal attack, section by section upon the problem of the preparation and presentation of instructional materials for adults."

In Print

The provocative and stimulating introduction to Porter Sargent's "Handbook of Private Schools" has been reprinted by the author in a 160-page book with the title "The Continuing Battle for the Control of the Mind of Youth." Price $1.50 from Mr. Sargent, 11 Beacon Street, Boston 8, Mass.

"The Idea of a Princeton Education," by Donald A. Staffer is a non-technical account and discussion of the development of a significant program of liberal education. Available without charge from the Secretary of the University, Nassau Hall, Princeton, N. J.

The United States Rubber Company offers printed copies of the brief, popular discussions by outstanding scientists, given during the intermissions in the New York Philharmonic Symphony programs last winter. The material is particularly appropriate for adult education classes and discussion groups. Address the company, 1230 Avenue of the Americas, New York 20, for the list of topics and authors.

Library Problems

The library situation in New York City is "critical," according to a report by the City Planning Commission made public last month. The report contrasted an exceptionally high library registration with a relatively low circulation which, it held, was due to "the meager facilities and book collections" available for readers. "New York City has lagged far behind most of the other great cities of the United States," the report stated, "being eleventh among the twelve largest cities in this respect. The 51 cents *per capita* that New York spends is almost exactly half the $1 *per capita* annually that is recommended as the minimum for adequate library service." The report advocated resort to the state's postwar public works program to rehabilitate the library system.

A report recently issued by the Carnegie Corporation of New York, "Progress and Problems in Education for Librarianship," by Joseph L. Wheeler, deals particularly with the present shortage of trained personnel. Poor salaries are cited as the chief deterrent to the recruitment of outstanding young men and women to the profession. The criticism is applied to beginning salaries, salary averages, and provisions for promotion.

"Even if in normal times a beginning salary of $2,000 were assured for investing five years in an education beyond high school," Mr. Wheeler writes, "and assuming that there will be numerous and frequent vacancies for administrators as department heads and head librarians at salaries of $3,000 and upward, the great proportion of library salaries would still remain grossly inadequate, for too little emphasis has been placed on the salaries that will be paid after five or ten years of excellent work. While many libraries in cities of over 100,000 have graded salary scales, few provide adequate increases in the middle levels for diligent, efficient, often talented and inspired workers."

Health

The launching of a two-year nationwide survey of child health services and facilities was announced by the American Academy of Pediatricians at its annual meeting in April. The study has been undertaken "to facilitate the mobilization of government and private medical agencies in an attack on children's ailments," according to *The New York Times*.

The survey will seek detailed information on pediatric care from all hospitals, general or special, and from all doctors caring for children. It will cover existing health services, the number of physicians, and the essential medical procedures available in each community. The pediatric training now offered in the nation's sixty-six medical schools will be evaluated.

Dr. John P. Hubbard, formerly a member of the staff of the Boston Children's Hospital, will direct the study, and personnel from the U. S. Public Health Service and the Children's Bureau will assist. Costs will be met by funds from the academy together with contributions from other agencies, including a grant of over $100,000 from the National Foundation for Infantile Paralysis.

Cancer Notes

The American Cancer Society was well over the 80 percent mark by mid-June in its current campaign to raise $12,000,000, with many pledges still to come in.

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According to a brochure from the society, 60 percent of the money collected in each state will be retained within the state for preventive education, and for more examination centers, X-ray equipment, radium, and provision for long term and terminal care of cancer patients. Funds raised last year are helping to maintain more than thirty new cancer detection clinics.

Forty percent of the money raised this year will be spent to supplement state educational and service programs and to expand research under the Committee on Growth of the National Research Council. The committee, organized in 1945, has a membership of fourteen, representing the major disciplines in medicine and surgery. According to its first formal report, "The Research Attack on Cancer," the committee already has made a survey of existing activities in its field; appointed nineteen advisory panels in specialized research areas; granted thirty-nine fellowships; and recommended to the society forty-four applications for grants for cancer research.

Thirty to 50 percent of cancer cases can be cured, according to a writer in *Fortune* magazine, although 175,000 people will die of cancer this year. "Cures begun early enough may in some types run up to 75 percent. . . . In not too long it should rise even higher, if only as a result of the work of detection clinics. . . . Among the ostensibly healthy who come to the Strang clinics in New York City, 1.5 percent have cancer."

A federal program of cancer research is called for in HR 4502 now under consideration by the House Committee on Foreign Affairs. The bill, introduced by Representative Matthew M. Neely (W. Va.), would provide an appropriation of $100,000,000 to enable the President to "mobilize at some convenient place in the United States an adequate number of the world's outstanding experts, and coordinate and utilize their services in a supreme endeavor to discover means of curing and preventing cancer."

Dental Experiment

Fluorine will be added to the drinking water in Evanston, Ill., in an experimental study of its effect on the incidence of tooth decay, reports the *Journal* of the American Medical Association.

In 1939, a study was made of the teeth of school children in Evanston, Oak Park, and Waukegan, Ill., all of whom use the fluorine-free Lake Michigan water. When the results were compared with similar studies of children in four Illinois cities, where the drinking water contains fluorine, 2.6 times as much tooth decay was found in the former group.

The present study will be conducted jointly by the Evanston health department, the Walter G. Zoller Memorial Dental Clinic, University of Chicago, and the department of public health dentistry of the State Health Department. All Evanston school children in the age ranges six to eight and twelve to fourteen will be examined before the fluorine is added to the water, and rechecked at two year intervals. The study is expected to continue for fifteen years.

Similar studies are now being conducted in Grand Rapids, Mich., and in Newburgh, N. Y.

Penicillin Experiment

Approximately 1,000 boys in a big industrial school will be subjects of an experiment by Dr. Thomas J. Hill, professor of clinical oral pathology at Western Reserve University, to test the efficacy of penicillin in eradicating tooth decay.

In an experiment to last a year or more, about half of the boys will use tooth powder containing penicillin; the remainder of the group will serve as "controls." Bacterial count and the number of cavities, before and after the experiment, will be compared.

Recent experiments at the university with the use of penicillin in tooth powder have been successful in reducing bacterial count.

Record

A maternal deathrate of zero for the past eight years is the record of the Maternity Center Association of New York City, according to its annual report for 1945. The mothers cared for by the association had their babies in their own homes and were attended by nurse-midwives, under the supervision of obstetricians.

The nurse-midwives are the staff and students of the association's Nurse-Midwifery School in New York City, and are trained nurses with public health experience who come to the school for six months of intensive training in obstetrical nursing. The school now has 125 alumnae, some teaching in nursing schools, some practicing midwifery in rural areas under medical supervision, some supervising obstetrical nursing in hospitals.

Among the States

The new health and welfare bill of *Missouri* is before the governor as we go to press, and according to the April issue of *Building a Better State*, publication of the Missouri Association for Social Welfare, "the signing of the bill can be taken for granted." Under the new provisions, the governor appoints the director of the department as well as the directors of the three divisions of health, mental health, and welfare. Appointment of a commission to take charge of the cancer hospital was also retained in the bill as it passed the legislature.

Paul T. Beisser, chairman of the Missouri Citizen's Committee for Organization of Department of Public Health and Welfare, writing in the same issue of the publication says: "We have lost the battle for a sound structure at the head of the department—and though we must be disappointed at the failure to get a citizen board at the top, we must recognize that the efforts of the Citizen's Committee and the MASW had a real effect in providing a well written measure."

General Relief—Pressure has been brought on the Missouri legislature to grant $6,975,000 for unemployables, as well as the other items in the estimate of the State Social Security Commission. The legislature was to consider this problem when it reconvened on May 6, but the Missouri Association for Social Welfare indicates the need by revealing: "The number of persons receiving general relief increased 26 percent from September 1945 to February 1946 with no cessation of increase in sight. Accordingly, to stretch the meager appropriation so that it would do until the end of the fiscal year in June, a further cut was instituted in March 1946, reducing the budgeted amount 45 percent." This means that each relief grant would amount to 55 percent of a family's total needs determined on a minimum budgeting basis.

New Commission

According to a spokesman for the Idaho State Conference of Social Work, the only social legislation

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passed at the 1946 special session of the *Idaho* state legislature was an act creating the Charitable Institutions Commission.

The Department of Charitable Institutions has hitherto been administered by an acting commissioner who also served as the commissioner of the Department of Public Assistance. Under the new act, a nonpartisan board of four members is to be appointed by the governor and will have full policy-making and administrative powers.

Veterans

In *New York*, the 1946 legislature passed a number of bills designed to ease the path of the returned veteran. Although the proposal to establish a state university was referred to a special study commission, the problem of educational facilities for veterans was partially solved by passage of a bill which guarantees any operating deficit of a temporary university, primarily for veterans, which is being established at the Sampson Naval Base by five central New York colleges and universities. The way was cleared for other educational benefits, such as increased scholarships.

A bill was passed which gives veterans who lose their jobs because of strikes, the same unemployment insurance rights as non-veterans. A companion bill made these provisions retroactive to November 1, 1945.

The bonus bill which was finally passed calls for a constitutional amendment authorizing a new bond issue of $400,000,000. Bonuses would range from $50 to $250, depending on length and type of service, and would be payable to next of kin in case of a veteran's death, whether it occurred while he was still on active service or after discharge. The proposal must be approved by the 1947 legislature and the question must then be taken to the voters in the 1947 elections.

Health Appropriation

Expansion of the public health program to include each of the 159 counties in *Georgia* was approved by the Georgia General Assembly in its 1946 "short session."

According to a spokesman for the Georgia Conference on Social Welfare, the appropriation of an extra $2,500,000 is not a direct appropriation of funds but an authorization to the Budget Bureau to increase allotments to the Health Department, if such funds are available. The new appropriation will be used for the expansion of services and not to replace local funds. It will be matched on a sliding scale, by the counties, with smaller counties paying 25 percent and larger paying up to 65 per cent.

A direct appropriation of $1,000,000 for TB control will eventually increase state facilities for treatment from 800 to 5,000 cases annually.

Child Labor Law — After almost four years of concentrated effort and education by social work groups and the Georgia Volunteer War Services Council, a child labor law was passed by this Assembly which raises the minimum age for employment of children in certain industries from fourteen to sixteen years. The law, which goes into effect on July 1, 1946, will serve as a companion measure necessary for enforcement of the compulsory school attendance law for children up to sixteen years of age, which was passed by the 1945 assembly.

Banner Year—The executive secretary of the Georgia Conference on Social Welfare, Guion Griffin Johnson reports: "Not for many years has a short session of the Georgia General Assembly passed such far-reaching measures affecting the social welfare of the state as did the 1946 legislature which sat for only fifteen days."

Besides the gains in public health and child welfare, public assistance and recreation were expanded. An amendment to the state constitution, yet to be voted upon by the electorate, calls for a constitutional board for the State Department of Public Welfare instead of a board appointed by each newly elected governor, as has been the custom in the past. Funds for public assistance were increased by a state appropriation of $1,000,000. The new recreation law enables county governments to invest tax money in recreation programs under certain specified conditions.

Professional

"What we must be concerned with in organizing this Social Welfare Assembly is neither a new professional outfit with an ancient jargon, nor a high pressure group 'to teach the reactionaries a lesson,' but a cooperative movement of professionals and amateurs, without right or left wings, united for community welfare," said Charles P. Taft, president of the new National Social Welfare Assembly, at the first meeting of the organization on April 29.

As tasks that face this new enterprise, and samples of the need for national and local integration of efforts for social welfare, Mr. Taft discussed housing problems, and the handling of normal employment. Saying: "The faults and evils of the economic system we saved by this war are very obvious and most of the work of the NSWA has to do with efforts to mitigate the effects of those faults and evils," Mr. Taft stressed the point that he looks upon the assembly not as a gigantic lobby but a "hopeful enterprise in good social planning."

Representatives of more than forty affiliate and associate organizations attended the meeting. (See *Survey Midmonthly*, May, page 146.)

New Name

Beginning with the October issue, *The Family* will become *The Journal of Social Case Work*. The editorial advisory committee gives two reasons for the re-christening: "First, because it more accurately describes the actual content of the journal; second, because such a change will contribute to the unification of the casework field by giving the field something it has not had before—a magazine that in name as well as content stresses generic rather than specialized elements."

Salary Study

The American Association of Medical Social Workers announced in its bulletin that the Russell Sage Foundation had accepted its request to study salaries for medical social work positions in the United States. Recently, Ralph Hurlin, director, Department of Statistics, Russell Sage Foundation, reported that the American Association of Psychiatric Social Workers had requested a similar service, so that the study has been expanded to include "medical and psychiatric social workers in hospitals and related agencies."

This study of "salaries and related conditions of work," according to Mr. Hurlin, is not comprehensive for the psychiatric social workers, as it includes only those in hospitals and mental hygiene clinics under medical direction. However, the expanded survey does include positions in hospitals for mental

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WILLIAM H. MATTHEWS

Only a little over a month after his retirement in May, as director of special services of the Community Service Society, New York City, William H. Matthews died on June 17, at the age of 72. Having served that agency (and one of its parent bodies, the Association for Improving the Condition of the Poor) for thirty-three years, Mr. Matthews is perhaps best known for his advocacy of work, rather than a "dole" for the unemployed. In 1915, he organized the first American work-relief program.

Early in the depression he headed the Emergency Work Bureau of the AICP, forerunner of the larger public employment programs developed by cities and states, and finally by the federal government.

In a joint tribute to Mr. Matthews for his contribution to the welfare field, issued on his retirement, Walter S. Gifford, chairman of the CSS board, and Stanley P. Davies, general director, said that "his service to people over the years has extended beyond the boundaries of this city and has endeared him to thousands, young and old."

patients. Collection of information will close about the middle of June, and the foundation hopes to announce some preliminary findings about July 1.

Embryonic Library

A basic list of books used in the teaching of social work has been made by Ruth S. Kennedy, student at the University of Michigan's Institute of Social Work. Titled "Basic Books in Social Work," the list was compiled from data returned after inquiries had been made to the faculties of all accredited two-year schools of social work in the country. Within the list, groupings are made according to teaching fields. A twelve-page summary of the interpretive material accompanying the lists has been made by Ralph Carr Fletcher, associate professor of social work at the institute. Both lists and summary are available upon request, from the institute, 60 Farnsworth Avenue, Detroit 2, Mich.

Radio for Social Work

A study course, "The Federation Listening Post," in which professional radio executives take board members and social workers behind the scenes of the educational programs currently heard on the air is offered by the Federation of Protestant Welfare Agencies to representatives of their 210 member agencies. Designed to explore the opportunities and techniques for getting social agency material into existing programs, the course includes field trips to the New York radio studios and panel discussions by the people who plan educational broadcasts.

Welfare Council

The coordinating agency for 400 welfare and health services in New York City announced in mid-May that it has surmounted a financial crisis and has funds in sight for the rest of the year. The council will receive a grant of $100,000 from the Greater New York Fund which was made contingent on the raising of $55,000 from the council's affiliated organizations.

The council's board of directors will make intensive efforts during the coming months to raise additional funds, as only a skeleton service is provided for in the retrenchment plan now in operation.

Dorothy C. Kahn, who has been on the staff since last September, has been named acting director, succeeding Neva R. Deardorff, who resigned.

Vol. 1, No. 1

The latest "little magazine" is the *Social Service Digest,* which made its first appearance last month. The initial number offers fifteen articles, "boiled down" to three or four minutes reading time apiece, selected from some forty professional journals. The new publication is edited by Joseph Andriola, a graduate of the University of Michigan School of Social Work, formerly assistant director of the San Diego Community Welfare Council. His editorial advisory committee includes representatives of the group work, community organization, casework, and mental hygiene fields. The *Digest* seeks to give the busy social worker a quick and easy birdseye view of recent (not necessarily current) professional literature.

And also, the first issue of *Texas,* a monthly magazine published by the Texas Social Welfare Association, made its appearance in April. The magazine will be devoted to broad social welfare for all the people. Among the subjects discussed in the first two issues are Goodwill Industries in Texas, rural cooperative hospitals, housing for veterans returning to school, and summer camps for children in the state orphanages.

The Welfare Reporter, subtitled "Progress in the Public Field," has appeared as the official publication of the New Jersey State Department of Institutions and Agencies. The first issue, published in May, includes "Protection and Prevention," an article by the commissioner, Sanford Bates; a discussion of mental hygiene facilities in the state by Dr. Henry A. Cotton, Jr.; and a brief progress report on the current New Jersey hospital survey.

Casework Tool

How to determine what a stated wage means as to a worker's income or his earning capacity, is discussed in an article, "Understanding the Pay Envelope," by Emilie T. Strauss and Luise K. Addis, which appears in the April issue of *Highlights,* published by the Family Welfare Association of America. Based on a memorandum to the caseworkers of The Community Service Society of New York, this article, written by a home economist and an agency employment worker, drives home the importance of realistic evaluation of earnings. The difference between take-home pay and wage rates; the practical implications of curtailment in working hours, and of living costs in the reconversion period are examined for the understanding of the caseworker who is called on to advise clients on their problems of financial management.

In Print

"Becoming What They Will Be," prepared by Mary Holmes Gilmore and published by the Associated Youth Serving Organizations, reports on the AYSO institute on postwar needs of teen-age youth, held in New York in January (see *Survey Midmonthly,* February, page 59). In addition to giving the specific recommendations which came out of the institute discussions, the pamphlet describes in detail the advance planning to which is at-

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tributed the success of the meetings in moving along "from just talking about needs to formulating concrete plans to meet them." Price 10 cents, from AYSO, 134 East 56 Street, New York 22.

Proceedings of the 28th National Recreation Congress, held in Atlantic City in January, have been published by the National Recreation Association. A major use of the occasion, the first meeting since 1942, was to evaluate the place of recreation in wartime, and consider problems of recreation in postwar community life. Price $1.75 from the association, 315 Fourth Avenue, New York 10.

About People

The Bronze Medal of the American Red Cross has been awarded posthumously to 233 army and navy nurses who gave their lives in the second World War. The awards were presented to the next of kin of the nurses reported by the services as having died in the line of duty.

Connecticut School

John A. Reimers of the School of Social Administration, Ohio State University, has been named the first dean of the University of Connecticut School of Social Work, which will open in September. The school will be on the graduate level, with a two-year course leading to a master's degree. Only the first year's work will be offered in 1946-47, and it is planned to add the second year in the fall of 1947. The school will be located in Hartford, but arrangements for classroom space have not been completed. Professor Reimers will join the University of Connecticut staff in June.

Retirement

Edith Campbell, an outstanding figure in educational and social service circles in Ohio, is retiring this month as associate director of the enlarged program of the Bureau of Pupil Personnel, which she helped organize in the Cincinnati public schools. Miss Campbell has had a distinguished list of "firsts" in her career: the first woman elected a member of the Cincinnati board of education; the first woman appointed to the board of trustees of Ohio State University; the first woman elected chairman of the board of directors of the Cincinnati Community Chest, which she helped organize and on which she still serves; the first woman graduate of the University of Cincinnati to be awarded an honorary degree by her *alma mater*. Miss Campbell also organized and has directed the Schmidlapp (Charlotte R.) Fund which, since 1908, has provided the means whereby young women have been enabled to continue their education and vocational training.

New Jobs

Henry E. Allen has submitted his resignation as president of Keuka College, Keuka Park, N. Y., to assume the post of associate national director in charge of program of the Planned Parenthood Federation of America. The program includes education for marriage and family life; provision of reliable medical information on birth control; assistance to childless couples in the treatment of infertility.

The appointment of Dr. James G. Miller, Cambridge, Mass., as chief of the new division of clinical psychology in its neuropsychiatric service, is announced by the Veterans Administration. During the war, Dr. Miller was assigned to the personality assessment board, Office of Strategic Services.

The postwar head of the Jewish Child Care Association of New York is Charles I. Schottland, formerly Lieutenant Colonel Schottland, chief of the processing center section, displaced persons branch, at SHAEF. Later, he was assistant to General Sir Frederick Morgan at UNRRA, where he was in charge of relief services, including camp operations, child care, and other matters related to the welfare of displaced persons. Prior to his overseas duties, Mr. Schottland was assistant to the chief of the Children's Bureau in Washington.

The new medical director for the American Red Cross is Dr. Courtney M. Smith, who has served with that organization since 1944 as deputy medical director and director of disaster medical service.

Wilson W. Wyatt has appointed Rear Admiral Kirby Smith, USNR (Civil Engineering Corps) as deputy expediter of the Veterans Emergency Housing Program. Admiral Smith was one of the navy's top ranking construction men during both world wars.

Dr. Ralph T. Hinton, Jr., has joined the State Department of Public Welfare in North Carolina as senior psychologist. The department is planning considerable expansion of its psychological services.

Blank-Stoller

In a New Post

Donald S. Howard will head the newly named Department of Social Work Administration of the Russell Sage Foundation. He succeeds Joanna C. Colcord, who was chief of that division when it was the Charity Organization Department.

Mr. Howard has been with the foundation since 1936, directing field studies of domestic and international social welfare needs and services.

He recently returned from a tour of duty with UNRRA, in Europe and at the UNRRA China office in Chungking.

Alexander B. Hawes of Washington, D. C., former assistant general counsel of the War Production Board, has been appointed general counsel of the Cooperative for American Remittances to Europe, Inc., (CARE). This nonprofit international relief project is now sending food packages to famine-threatened countries of Europe.

Anita J. Faatz, for fifteen years the assistant director of the Maryland State Department of Public Welfare, will join the full time faculty of the Pennsylvania School of Social Work as assistant professor of social planning and administration, beginning with the next school year.

William T. Kirk is the new director of special services of the Community Service Society, 105 East 22 Street, New York 10. Mr. Kirk, who succeeds the late William H. Matthews, was until recently in charge of repatriation of allied displaced persons and refugees in the European theatre. Mr. Kirk formerly served as director of the Provident Family and Children's Service of Kansas City, Mo., and before that, as executive director of the Family Welfare Association of Albany, N. Y.

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MALE, 35, B.S.S.; legal background; O.P.A. experience. Seeks connection New York City or vicinity; part time propositions considered. 8389 Survey.

B. A. DEGREE, broad social science background, some group work experience. Will work in social agency at research, statistics, publicity or as case work aide. Good references, high academic standing. Willing take position in Fall in New York State, New England. 8388 Survey.

MAN—Negro—age 42—desires employment with agency or institution in capacity that following background would be useful: A.B. degree Howard University, social studies and education, 8 years CCC camp adviser, case worker and administrative head American Red Cross Services to Armed Forces on military post 3 years. Duties latter position included staff direction, financial accountability, extensive correspondence, counselling on personal and family problems. Complete record available on request. All inquiries answered. 8387 Survey.

YOUNG MAN, 30, Protestant, health excellent. Master's degree in social work. Last five years Artillery Officer. Interested in a position requiring initiative and some administrative responsibility. 8367 Survey.

INSTITUTION DIRECTOR including food service. Special work with Latin Americans. Protestant. Available July 15th. 8386 Survey.

MAN, master's degree in social work, experienced in case work, teaching, community organization and fund-raising desires administrative position. Now employed in Community Chest. 8376 Survey.

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CASE WORKER wanted for Maternity Home and Hospital, a graduate of a School of Social Work preferred, with experience. Will consider those with one year experience, salary according to training and experience. Apply Brigadier Myrtle Marshall, 51 Davis Street, Buffalo 4, N. Y.

WANTED—Trained case workers and working supervisor. Agency is expanding its family and child welfare services. Good supervision and adequate salary based on training and experience. Transportation paid to San Francisco. Write Catholic Social Service, 995 Market Street, San Francisco 3.

CASEWORKERS—Catholic Family and Child Care agency has two staff vacancies. Salary according to professional training and experience. Opportunity for advancement. Must have graduate training. Catholic Charities, 418 N. 25th Street, Omaha, Nebraska.

ASSISTANT SUPERVISOR to train school social work students and new employees in large New England family agency serving veterans. Must have Master's degree in social work and case work experience. 8385 Survey.

CHALLENGING case work opening in specialized Denver Hospital for competent Jewish graduate of a school of social work. Starting salary $2400 to $2700 dependent upon experience. State qualifications. 8384 Survey. If applicant resides in New York, apply Mrs. Erna L. Lindenbaum, Vanderbilt 6-1590.

WANTED:—State Child Welfare Consultant—entrance salary $245. Child Welfare Workers—entrance salary $195.00—for Tucson, Phoenix and Nogales, Arizona. Apply Director Child Welfare Division, State Board Social Security and Welfare, 39 N. 6th Avenue, Phoenix, Arizona.

CASE WORKER for homefinding and child placement. Must be graduate of School of Social Work. Salary range $2,000 to $2,500 a year. Hampden County Children's Aid Association, Springfield, Massachusetts.

CASE WORKERS. Two, professionally qualified, by Jewish family and children's agency. Excellent staff development program. Opportunity special assignments, one to combine case work and public relations program. Salary range: case worker I. $2100-$3000; case worker II, $2900-$4000. 8402 Survey.

SUPERVISOR. Professionally trained and experienced, to have charge of a family service department in multiple service Jewish case work agency. Responsibilities include supervision of worker and students, administration of unit and community committee work. Salary range $2900-$4000. 8403 Survey.

WANTED—CASE WORKERS—We wish to employ three case workers for a child caring agency located in a Chicago suburb. We need one worker who can, under supervision, work with unmarried mothers. Two workers are needed to do child placing and supervision. A minimum of three quarters of field work in a school of social work is required. Arrangements can be made for further schooling while employed. Salaries conform to those paid by Chicago agencies. As most of our work is in Chicago residence is not required at Agency's headquarters. Write to Lutheran Child Welfare Association, Addison, Illinois.

CASEWORKER—Church agency in Baltimore, Maryland. Primarily to work with juveniles appearing in court. Also opportunity for family case work. Lutheran preferred. 8337 Survey.

MEDICAL SOCIAL WORKER, for challenging combination case work and community organization in Voluntary Health Program, Denver, Colorado. No travel. 8356 Survey.

CASE WORKERS. School of Social Work graduates, $180 beginning salary. Excellent staff development program and psychiatric staff consultant. Five-day week. Family Service, 1243 N. Van Buren Street, Milwaukee 2, Wisconsin.

DIRECTOR WANTED for Waiakea Social Settlement, Hilo, Hawaii. General community program work. Must be experienced in group work and without racial prejudice. Salary somewhat according to experience and ability of applicant. Apply by clipper letter giving education and experience.

Directory of Social Organizations (cont.)

National Conference

NATIONAL CONFERENCE OF SOCIAL WORK—Arlien Johnson, President, Los Angeles, Calif.; Howard R. Knight, Secretary, 82 N. High St., Columbus, Ohio. The Conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting and issues a quarterly Bulletin. Proceedings are sent free of charge to all members upon payment of a membership fee of $5. 74th Annual Meeting, San Francisco, Calif.

Religious Organizations

HOME MISSIONS COUNCIL OF NORTH AMERICA—297 Fourth Ave., New York City. The inter-denominational home mission body of 23 denominations. Executive Secretaries, Edith E. Lowry, Mark A. Dawber; Migrant Supervisors; Western, Mrs. F. E. Shotwell, 3330 West Adams Blvd., Los Angeles, Calif.; Mid-Western, The Rev. Ellis Marshburn, 203 North Wabash Ave., Chicago, Ill.

NATIONAL JEWISH WELFARE BOARD, 145 East 32 Street, New York 16, N. Y. Frank L. Weil, President; Max Wilner, Treasurer; Joseph Rosenzweig, Secretary; Louis Kraft, Executive Director. A national agency serving as National Association of Jewish Community Centers, YMHAs, etc., and providing welfare, religious and social activities for soldiers and sailors and other members of armed forces. A member of the United Service Organizations.

NATIONAL BOARD, YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS, 600 Lexington Ave., New York City. An international Christian woman movement devoted to service for women and girls and the attempt to help build a society in which the abundant life is possible for every individual.

NATIONAL COUNCIL OF JEWISH WOMEN, 1819 Broadway, New York 23, N. Y. FIFTY YEARS' SERVICE TO FAITH AND HUMANITY. SERVICE TO FOREIGN BORN—Immigrant aid, port and dock work, naturalization aid, Americanization classes, location of relatives in war-separated families. SOCIAL WELFARE AND WAR ACTIVITIES—Council houses and clubs, nurseries, clinics; scholarships, camps, teen-age canteens; work with handicapped. Participation in national wartime programs through educational projects and community activities. EDUCATION DIVISION—Contemporary Jewish affairs, international relations and peace, social legislation. Study groups under national direction keep Jewish women throughout country alert to vital current issues. 215 Senior Sections in United States. 100 Junior and Councilette Sections. 65,000 members.

NATIONAL COUNCIL OF YOUNG MEN'S CHRISTION ASSOCIATIONS—347 Madison Ave., New York City; 1187 local Associations federated for Christian leadership and citizenship training among young men and boys.

Social Work Personnel

SOCIAL WORK VOCATIONAL BUREAU, 122 East 22nd Street, New York City. National placement and counseling service in case work fields. Membership organization for social workers and agencies. No placement fee. Louise C. Odencrantz, Director.

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DIRECTORY OF SOCIAL ORGANIZATIONS

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THE AMERICAN NATIONAL RED CROSS—Administered through national headquarters in Washington, D. C., and five area offices in New York, N. Y., Alexandria, Va., Atlanta, Ga., St. Louis, Mo., San Francisco, Calif. There are 3,757 local chapters organized mostly on a county basis. Services of the Red Cross are: Services to the Armed Forces, Services to Veterans, Relief to prisoners of War, Blood Donor Service, Disaster Relief and Civilian War Aid, Office of the Medical Director, Nursing Service, Nutrition Service, First Aid, Water Safety and Accident Prevention, Volunteer Special Services, American Junior Red Cross, and Foreign War Relief.

Blind

AMERICAN FOUNDATION FOR THE BLIND, INC.—15 West 16th Street, New York. A national organization conducting research and field service. Library. Mechanical appliances for the blind. William Ziegler, Jr., President; Robert B. Irwin, Executive Director.

Community Chests

COMMUNITY CHESTS AND COUNCILS, INC., 155 East 44th Street, New York. Information and consultation about cooperative planning and financing of social work through chests and councils of social agencies.

Family Living

ASSOCIATION FOR FAMILY LIVING, THE. Resource in child guidance, marriage, and family relations. Speakers, counseling, library and materials in youth and parent education. 209 S. State St., Chicago.

THE AMERICAN INSTITUTE OF FAMILY RELATIONS (inc. 1930), directed by Paul Popenoe. Public education, personal service, research. Write for list of publications. 607 S. Hill St., Los Angeles, Calif.

Foundation

RUSSELL SAGE FOUNDATION—For the Improvement of Living Conditions—Shelby M. Harrison, General Director, 130 E. 22nd St., New York 10. Departments: Arts and Social Work, Charity Organization, Consumer Credit Studies, Industrial Studies, Library, Social Work Interpretation, Social Work Year Book, Statistics, Studies in the Professions. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

Industrial Democracy

LEAGUE FOR INDUSTRIAL DEMOCRACY—Promotes a better understanding of problems of democracy in industry through its pamphlets, research and lecture services and organization of college and city groups. Executive Director, Harry W. Laidler, 112 East 19th Street, New York 3, N. Y.

Racial Adjustment

NATIONAL URBAN LEAGUE with 54 branches seeks to improve living and working conditions among Negroes. Conducts surveys and research as basis for its services. During war and post-war period specializes in securing full use of Negro manpower in production and reconversion. Publishes "Opportunity," Journal of Negro Life, and other special bulletins on interracial and community problems. Provides fellowships in Social Work and Labor Relations. Gifts solicited. 1133 Broadway, New York 10.

TUSKEGEE INSTITUTE, since 1881, has followed a program of service in offering practical training for Negro youth and in promotion of interracial good will. Maintains Department of Records and Research for compiling and releasing pertinent information on race relations and Negro progress. Published material available. F. D. Patterson, President, Tuskegee Institute, Alabama.

Child Welfare

BERKSHIRE INDUSTRIAL FARM, Canaan, New York. A national, non-denominational farm school for problem boys. Boys between 12 and 14 received through private surrender or court commitment. Supported by agreed payments from parents or other responsible persons, in addition to voluntary contributions. For further information address Mr. Byron D. Paddon, Superintendent, or the New York Office at 101 Park Ave. Tel.: Lex. 2-3147.

BOYS' ATHLETIC LEAGUE, INC., 70 Fifth Avenue, New York 11, N. Y. Coordinates the athletic work of 100 Boys' Clubs, Settlement Houses and Community Centres in Greater New York. Gustavus T. Kirby, Honorary President; Judge Raphael P. Koenig, President; Robert E. McCormick, Treasurer; Willard L. Kauth, Director. Sponsors the Benjamin Harrison Recreation Center, 657 Tenth Avenue, the Theodore Roosevelt Recreation Center, 698 Tenth Avenue, The Lincoln Recreation Center, 235 West 113 Street, The Tot Lot, 422 West 49th Street, Camp Sebago, Camp Wakonda and Camp Orenda in the Interstate Park.

BOYS CLUBS OF AMERICA, INC., 381 Fourth Avenue, N.Y.C.—David W. Armstrong, Exec. Dir. A national organization. Serves member Clubs in programs, activities, methods, financing. Organizes new Clubs. BoysclubS prepare boys for responsibilities of citizenship. Activities include recreation, physical and health training, vocational training and guidance, and character building under leadership. Work with boys from low income areas.

BOY SCOUTS OF AMERICA, 2 Park Ave., N.Y.C. Inc. in 1910 & chartered by Congress in 1916 to develop character in boys & train them in citizenship. Programs: Cubbing, boys 9-11; Scouting, 12 and older; Senior Scouting, 15 years and older, available locally through sponsorship by schools, churches, fraternal orders, civic groups, etc. Walter W. Head, Pres., Dr. Elbert K. Fretwell, Chief Scout Executive.

CAMP FIRE GIRLS, INC., 88 Lexington Ave., New York City 16. Dr. Bernice Baxter, President; Miss Martha F. Allen, National Executive. Founded by a group of educators; incorporated 1912. Oldest national organization in America serving girls, provides health and character building program, with emphasis on home skills. Age groups served are Blue Birds (7-9 years), Camp Fire Girls (10 through junior high school age), and Horizon Clubbers (senior high through junior college).

CHILD WELFARE LEAGUE OF AMERICA—130 E. 22nd Street, New York City. A league of children's agencies and institutions to secure improved standards and methods in their various fields of work. It also cooperates with other children's agencies, cities, states, churches, fraternal orders and other civic groups to work out worthwhile results in phase of child welfare in which they are interested.

NATIONAL CONFERENCE OF JUVENILE AGENCIES—Devoted to improving methods of care and rehabilitation of delinquent, dependent and neglected children and prevention and treatment of juvenile delinquency. Annual meeting, "The Proceedings," sent to members. Fee $3.00. Established 1903. Executive Secretary, E. L. Johnstone, Woodbine, New Jersey.

THE NATIONAL SOCIETY FOR CRIPPLED CHILDREN AND ADULTS, INC., Chicago, Illinois. E. W. Palmer, Kingsport, Tenn., President; Lawrence J. Linck, Executive Director. Promotes organization of national, state, provincial and local societies in behalf of the handicapped. Renders professional field consultation services. Assists in drafting and securing the passage of legislation in behalf of cripples. Maintains a Bureau of Information with loan library service. Conducts yearly an Easter Crippled Children Seal Campaign. Bulletins, "The Crippled Child" magazine, bimonthly, $1 a year.

Health

AMERICAN HEARING SOCIETY — 1537 35th Street, N.W., Washington 7, D.C. A national organization devoted to prevention of deafness, conservation of hearing and rehabilitation of the hard of hearing. Monthly publication, HEARING NEWS, $2.00 a year. Literature for sale. Information given concerning problems of the hard of hearing. Field Service. C. Stewart Nash, M.D., president; Harry P. Wareham, Executive Vice President.

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NATIONAL TUBERCULOSIS ASSOCIATION—1790 Broadway at 58th St., New York, Dr. Kendall Emerson, managing director. Pamphlets of methods and programs for the prevention of tuberculosis. Publications sold and distributed through state associations in every state. American Review of Tuberculosis, medical journal, $8.00 a year; and Monthly Bulletin, house organ, free.

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